

Menominee Indian Tribe of Wisconsin

Mission - The mission of the Omaeqnomenewak (People of the Wild Rice) is to promote, protect, and preserve our rights, resources, and culture by utilizing responsible leadership and judicious exercise of our sovereign powers.

Vision - We envision the Omaeqnomenewak (People of the Wild Rice) as strong, healthy, and proud nation living in accordance with its culture and beliefs, and processing the resources necessary to be successful in achieving our goals.



Value - As Omaeqnomenewak (People of the Wild Rice), we value our children, elders and each other, preserving our language, tradition, history and culture.

Annual Report 2019

Annual General Council Meeting Agenda

**Saturday, January 18, 2020 at 9:00 a.m., at the Menominee Convention Center
Keshena, WI 54135
(TRIBAL ATTENDANCE IS ENCOURAGED)**

- 1. Grant Entry/Presentation of Colors**
- 2. Flag Song**
- 3. Menominee Prayer**
- 4. Posting of Colors**
- 5. Call to Order-Roll Call**
- 6. Election of Chairperson for the meeting**
- 7. Election of Sergeant-at-Arms**
- 8. Election of Tellers**
- 9. State of the Menominee Nation – Tribal Chairman Douglas Cox**
- 10. Legislative Committee Reports:**

- | | |
|--------------------------------------|---|
| • Agriculture and Forestry Committee | • Governmental Affairs |
| • Budget and Finance | • Health and Family |
| ◦ Financial Reports | • Housing |
| • Community Development | • Law Enforcement & Resource Protection |
| • Education & Training | |

11. Fostering Futures updates

12. Back 40 update

13. Action Taken per Annual General Council motions dated January 19, 2019

14. Retiring of the Colors

15. Travel Song/Adjournment

Election of Enrollment Committee – In accordance with Bylaw III, Section 4, of the Menominee Constitution & Bylaws. If there is not a quorum of 150 voters present IN PERSON; the Tribal Legislature shall appoint the Enrollment Committee from the original applications that were submitted to the Chairperson's Office within two (2) months.

Lunch will be served

*** Important Dates to Remember in 2020 ***

Tribe’s Annual Events			
Annual Events		Important Dates & Timelines	
Annual General Council Meeting		Saturday, January 18, 2020	
Main Tribal Elections	Neopit	Wednesday, January 15, 2020	
	Keshena	Thursday, January 16, 2020	
Annual Swearing-In Ceremony		Sunday, February 9, 2020	
Menominee Indian High School Graduation		Friday, May 22, 2020	
Menominee Veterans Pow-wow		Friday-Sunday, May 15-17, 2020	
Memorial Day Parade		Monday, May 25, 2020	
Menominee Nation Contest Pow-wow		First weekend in August	
Holidays Observed by the Tribe			
Holiday	Date	Holiday	Date
Restoration Day (obs.)	Monday Dec. 23, 2019	Native American Day	Wednesday May 13, 2020
Christmas Eve	Tuesday Dec. 24, 2019	Memorial Day	Monday May 25, 2020
Christmas Day	Wednesday Dec. 25, 2019	Independence Day	Friday July 3, 2020
New Year’s Eve	Tuesday Dec. 31, 2019		
New Year’s Day	Wednesday Jan. 1, 2020	Labor Day	Monday Sept. 7, 2020
Martin Luther King Jr.	Monday Jan. 20, 2020	Veterans Day	Wednesday Nov. 11, 2020
Presidents Day	Monday Feb. 17, 2020	Thanksgiving Day	Thursday Nov. 26, 2020
Good Friday	Friday April 10, 2020	Day After Thanksgiving	Friday Nov. 27, 2020



MENOMINEE INDIAN TRIBE OF WISCONSIN CHAIRMAN'S OFFICE

P.O. Box 910
Keshena, WI 54135-0910

Posoh our Respected Elders and Tribal Members,

On behalf of the Menominee Tribal Legislature, we present the Menominee Indian Tribe of Wisconsin's Annual Report for Fiscal Year 2019. The Annual Report is the way Tribal members can see what has been happening in our programs and services. Each year, we take time to reflect on our work over the past 12 months, from October to September. We think about the accomplishments, lessons we learned, the partnerships we developed, and the challenges we faced in serving our Tribe. I hope the report helps you to better understand what we are doing as we provide services to our people.

This year, our tribal government has been working diligently to ensure we are growing, adapting, and continuing to improve the way we support our Tribe and Tribal members. The traditional values that served our people in the past are imbedded in the many ways we serve and invest in our people and communities; in the way we maintained our homelands and natural resources; in the ways we built our Tribal community and economy; in the ways we govern our Reservation and represent ourselves; and in the ways we continue to preserve our right to determine our Tribe's sovereignty. Like our ancestors, who made countless sacrifices for us to remain here now, our Tribal Leaders embrace the challenges of ensuring our future generations will be supported.

As in the years past, serving our tribal members has been our greatest achievement. We are proud to deliver programs and services benefitting our communities, including health, education, culture, language, employment, training, and child and family services. Every one of these entities has a hardworking staff and dedicated boards overseeing operations. It is the hardwork and dedication from all our Tribal employees that make our Tribal Nation great. Waewaenen to our elders, our youth, our veterans, our cultural leaders, and our Tribal members for enabling our people to reach even greater successes in the future. Waewaenen to all our staff who work for our Tribal Government, Menominee Casino Resort, Menominee Tribal Enterprises, Wolf River Development Corporation, and College of Menominee Nation that carry out and deliver the programs and services.

This past year challenged everyone in the Menominee Nation to work hard to make sure the Menominee Nation continues to be successful. As we look forward to the years ahead, we can always rely on our history and experience to overcome any challenge. Over the past year, our Menominee Tribal Legislature and staff have worked extremely hard to ensure that the tribe keeps moving forward and in the right direction. We as, your elected leaders, are dedicated to serve you, our tribal members, in the best interest of our Menominee Nation.

Please join us in reflecting on this past year, and continue to strengthen the governance and operation of our Tribe. Our Tribe is our people, the Kiash Matchitiwuk, the Ancient Ones. Our mission to assure Kiash Matchitiwuk thrive, continues to guide us in all we do.

Sincerely,

Douglas Cox
Tribal Chairman

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Tribal Legislature Directory

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Committees of the Legislature

Budget & Finance:

- Joan Delabreau, Chairperson
- Gunnar Peters, Legislator
- Gary Besaw, Legislator
- Jonathan Wilber, Administration
- Justin Lepscier, Finance
- AnnMarie Johnson, Lending & Tribal Tax
- Kim Oshkeshequoam, Community Member
- Jamie Smith, Community Member

Labor, Education & Training:

- Myrna Warrington, Chairperson
- Gunnar Peters, Legislator
- Shannon Chapman, Tribal Education
- Lori Corn, Tribal School
- Gary Pyawasay, Early Childhood Services
- LuAnn Warrington, CRC
- Michael Waupoose, Youth Services
- Drew Lacefield, Community Member
- Carmen Castro-Garza, Community Member

Governmental Affairs:

- Eugene Caldwell, Chairperson
- Craig Corn, Legislator
- Tasha Caldwell, Human Resources
- Sheena Waupoose, IT
- Jonathan Wilber, Administration
- Justin Lepscier, Finance
- Jamie Smith, Community Member
- Sylvia Wilber, Community Member

Enforcement & Resource Protection:

- Pershing Frechette, Chairperson
- Gunnar Peters, Legislator
- Richard Nacotee, Tribal Police
- Sharon Graham, Prosecutor's Office
- Joshua Pyatskowit, Environmental Services
- Walter Cox, Conservation
- Jerrit O'Kimosh, Detention Program
- Diana Taubel, Probation & Parole
- Samantha Pecore, Community Member
- John M. LaTender, Community Member

Health & Family Services:

- Myrna Warrington, Chairperson
- Joan Delabreau, Legislator
- Connie Peters, Social Services
- Darla Dick - Maehnowesekiyah
- Jerry Waukau, Clinic
- Ericka Kowalkowski, Aging Division
- Drew Lacefield, Community Member
- Geradette Richmond, Community Member

Community Development:

- Ron Corn Sr., Chairperson
- Pershing Frechette, Legislator
- Crystal Chapman-Chevalier, Community Development
- Lynn Collins, Transportation
- David Grignon, Historic Preservation
- Jeremy Pyatskowit, Environmental Services
- Wayne Wilber, Housing
- Dale Kakkak, Community Member
- Darryl Pyawasay, Community Member

Agriculture & Forestry:

- Craig Corn, Chairperson
- Ron Corn Sr., Legislator
- Walter Cox, Conservation
- Jeremy Pyatskowit, Environmental Services
- David Grignon, Historic Preservation
- Joan Delabreau, MTE Member
- Gary Besaw, Agriculture & Food Systems
- Darryl Pyawasay, Community Member
- John M. LaTender, Community Member

Housing:

- Craig Corn, Chairperson
- Pershing Frechette, Legislator
- Marlin Waupoose, Utilities
- Kim Komanekin, Land Use/Com Dev
- Wayne Wilber, Housing
- Colleen Connahvichnah, Community Member
- Sharon Madosh, Community Member

Legislative Joint Committees and Boards

Wolf River Development Company:

- Pershing Frechette
- Ron Corn Sr.

Use of Force Committee:

- Pershing Frechette

WI Reintegration Program:

- Myrna Warrington

Menominee Indian Gaming Authority:

- Eugene Caldwell - Chairperson
- Gunnar Peters – Vice Chair

Chapter 170 Appeals Board:

- Joan Delabreau - Chairperson
- Pershing Frechette – Alternate

Tribal/State Relations:

- Gary Besaw – Representative

UW-Extension:

- Joan Delabreau

Constitutional Task Force:

- Ron Corn Sr. - Chairperson
- Gary Besaw - Legislator
- Eugene Caldwell - Legislator
- Guy Reiter – Community Member
- Randal Chevalier – Com. Member
- Jerri O'Kimosh – Com. Member

Menominee Kenosha Gaming Authority:

- Douglas Cox - Chairperson
- Gary Besaw
- Craig Corn

Commission on Aging:

- Myrna Warrington

Environmental Task Force:

- Joan Delabreau - Chairperson
- Pershing Frechette
- Gunnar Peters

INMED Advisory Council:

- Myrna Warrington

MISD IPP Advisory Committee:

- Myrna Warrington

Chapter 306: Drugs Task Force:

- Craig Corn - Chairperson
- Gunnar Peters - Legislator
- Myrna Warrington - Legislator
- Rachel Fernandez – Community Member
- Drew Lacefield – Community Member
- Jonathan Wilber – Tribal Administration
- Scott Wilson – Prosecutor
- Richard Nacotee – Tribal Police
- Darla Dick – Maehnowesekiyah
- Lindzey Spice – Legal Services

Community Committees

Middle Village:

- Gunnar Peters - Chairperson
- Eugene Caldwell
- Gary Besaw

Zoar:

- Gary Besaw - Chairperson
- Craig Corn
- Joan Delabreau

Neopit:

- Pershing Frechette - Chairperson
- Eugene Caldwell
- Ron Corn Sr.

Milwaukee/Chicago:

- Douglas Cox - Chairperson
- Joan Delabreau
- Pershing Frechette

South Branch:

- Myrna Warrington - Chairperson
- Ron Corn Sr.
- Pershing Frechette

Keshena:

- Craig Corn - Chairperson
- Joan Delabreau
- Gunnar Peters

Administration

Annette Westphal and Jonathan Wilber, Assistant Tribal Administrator

It is the mission of Tribal Administration to:

- *Promote and maintain a positive and cooperative working environment among all tribal programs and departments*
- *Ensure that tribal members are able to access the services they need, when they need them, without unnecessary barriers*
- *Lead by example with professionalism, timeliness, friendliness and follow through*

Honoring our Co-Worker

Chad E. Waukechon (1969-2019) Assistant Administrator 2017-2019

Assistant Tribal Administrator Chad Waukechon passed away unexpectedly on May 26, 2019. Chad suffered a massive heart attack at his cabin and leaves his family and co-workers with many memories and life lessons.

For Tribal Administration's report this year, we are sharing the tribute offered by Jonathan Wilber on behalf of the department at a memorial service held on the campus of the College of Menominee Nation on Saturday June 29, 2019.

Heidi, Joe, Gracie, Mr. & Mrs. Waukechon and Mr. & Mrs. Schienert – thank you for allowing me to share some memories and thoughts about Chad. On behalf of my wife Yvette, my daughter Haley and all of his co-workers in Tribal Administration and Tribal Government, I extend our deepest sympathy and love to all of you. It has been more than a month already since he left us – but the shock and questions about why this happened remain fresh. We know you all through the stories Chad shared about you. He was so proud of his life with you. His family was part of every story he told. Chad shared many stories about the swamp, the circus protests, the cat missions, the foster chickens, Vegan Fest, fishing excursions, hunting trips, and so many others with love, laughs, and pride. We cannot imagine the loss you feel.

In the fourth chapter of the book of Wisdom, it says, "But the just one, though they die early shall be at rest, for the age that is honorable comes not with the passing of time, nor can it be measured in terms of years. Rather understanding passes for gray hair and an unsullied life is the attainment of old age." By that measure – Chad's understanding of what matters in this life made him a wise old man – and the way he lived his 49 years leaves lessons for all of us who he left behind on May 26, 2019.

There are people who come into your life quietly. They become part of your routine. They settle in comfortably and before long, you cannot remember what life was like without them. Sometimes those people leave just as quietly as they arrived. It is only then, that we realize what an impact they made and how important they were to our routine.

That is what Chad Elliot Waukechon did for Tribal Administration. He arrived quietly on Monday July 24, 2017 to start his second tour of duty as a Tribal employee. His first tour was with Historic Preservation in the 1990s and in between, he worked hard to build this beautiful college where we gather for his send off today. In 2017, he came on board as an Assistant Tribal

Administrator – a role that would see him lead many big initiatives and interact with every function in Tribal Government. His first words to me that morning would become his signature Monday morning greeting for all of us in Tribal Administration...“Any good scoop?...followed by “What do you need me to get done?”

Chad arrived in Tribal Administration at just the right time. In fact – he may have been a little late, because we had been recruiting him for months. There were many projects in the hopper that needed his leadership and were a perfect match for what excited Chad.

We knew that Chad was a perfect match for these projects because of what Chad taught us. Through his company 3E Guided Solutions he and Dr. Stephanie Erdmann at a 2015 Director’s Retreat introduced us to a tool called “Real Colors”. Real Colors helps us understand ourselves and how to improve communication with others based on their color. We have used it to build effective work teams to accomplish tasks and Real Colors has become a regular part of our organizational culture at the Tribe. Chad insisted that our color be included on our name badges to help make communicating easier and more productive. Chad was a “Blue” – which meant he interacted with the world in terms of feelings and intuition. He saw life in terms of spiritual connections throughout the universe. Those who are Blue speak of what they hope for and imagine what might be. They want to act in good conscience always trying to reach their goals without compromising their personal code of ethics. So far, more than 80 percent of our workforce has completed a Real Colors workshop – and our employee badges denote our colors.

Everything the Tribe had for Chad to get done was perfect for his Blue temperament.

First, the Tribe was continuing to invest in developing our directors and supervisors. A second retreat was on our calendar – this time we would get Chad a little cheaper because he was our employee – and he convinced Dr. Erdmann to help for free! Our goals for the retreat were to build a common vocabulary among Tribal Directors and Program Managers, develop a baseline understanding of the Tribe’s mission, vision, and values, and facilitate discussion about the concept of leadership and the personal responsibility that comes with accepting a leadership position in our community. Chad’s work has been helpful for us in raising the bar of leadership, building teams, and getting things done. Chad’s work in leadership development will last in Tribal Government.

Secondly, when Chad arrived, the Tribe had made significant investments to preserve the Menominee Language. Chad was as passionate about language and cultural preservation as he was about protesting the circus. He immediately gravitated toward helping the Language and Culture Commission, Historic Preservation, and the Early Childhood Services department grow the number of Immersion Classrooms so that the youngest members of our Tribe would know Menominee as their first language. Chad rolled up his sleeves, set up his flip charts, and worked with those departments to develop a winning grant proposal to the Administration for Native Americans to build on the Tribe’s investment to preserve the language. Chad’s work will preserve our beautiful Menominee language.

Third, Chad’s blue personality helped all of us think about what we hope for and imagine what the future of our communities could be. Chad was a believer and a proponent of system changes. He knew that by moving away from the mindset of “we’ve always done it this way” to a mindset

of “how can we do things better” we as a Tribe could build a culture of health and a future of prosperity. Chad’s help writing, refining, and passing the Tribal Children’s Code for example, an idea discussed for nearly 30 years that is now a reality, is a testament to his belief in tribal sovereignty and the ability of the Menominee Nation to know what is in our own best interest as we work to protect our children and continue the work that was started during Restoration. Chad’s work at changing our systems and focusing on the future will live on in Tribal Government.

Chad had a unique ability to command a whiteboard or flip chart – to break down complicated tasks into actionable steps that our employees and departments could execute toward completion. His ability to think – to facilitate – to find common ground – and to get things done was extraordinary to watch and a privilege to be part of.

I learned that on the Wednesday before he passed away – his mom was able for the first time to attend a session that Chad facilitated at Wisconsin Indianhead Technical College. Mrs. Waukechon I am sure you were proud and I hope you could feel the energy that Chad created when he spoke and taught. Believe it or not – he didn’t really like being in the front of the room and it took a lot of energy for him to do so – but he accepted the gift he had to teach and to help others understand and he always found the inspiration to stand in front of a room and move things forward.

He used his ability to facilitate on numerous occasions and with many functions of government including: Strategic Planning with the Tribal Legislature; strategy sessions with the Tribe’s Education functions that included the Tribal School, Early Childhood Services, and the Tribal Education Department; work with the Tribe new Department of Agriculture; Housing Strategic Planning; the Woodland Boys and Girls Club; Conservation and more. From introducing the Real Colors to leading our directors and managers through organizational changes – Chad’s work at planning and organizing will live on.

Chad was not always all business. There have been many stories shared about Chad’s expertise in developing pranks. He continued to refine his prank pulling skills at the Tribe...old favorites like chocolate sprinkles on desks to look like mice dropping....or rubber snakes left next to parked cars...or plastic turds in desk drawers were common. He introduced new pranks like taping photos of nasty toenails and feet on the outside of my office windows; leaving off color post-it notes inside my notebook so that I could find them while meeting with the Tribal Chairman or Directors; and putting scotch tape over the microphone on my phone to make it difficult for callers to hear me. Chad also had a wicked sense of humor. This past Easter for example he asked me...”so Jon, what is this Easter holiday you Catholics have coming up about? Is this when he comes out of his tomb and sees his shadow then winter is over?”

It is easy when someone leaves to only remember the good things about him. There have been pages and pages of quotes about Chad’s greatness – and it was all true. Nevertheless, let’s not forget a few of Chad’s shortcomings....

- *Despite his love of hand sanitizer and his fear of germs...Chad was messy! His desk and work area were disasters...dust, papers, clutter, backpacks, jackets, rolled up flip charts. For all that, he accomplished – keeping his workspace tidy was not on the list.*

- *Chad was also a terrible speller. As soon as we found that out, we made sure that he was always at the white board, the flip chart or the keyboard....just so we could constantly point out his misspelled words.*

In an introductory letter to our Directors at our 2018 retreat Chad wrote: "In his book Good to Great, the author Jim Collins said that "Enduring great companies preserve their core values and purpose, while their business strategies endlessly adapt to a changing work..." That, Chad said is our challenge as Directors and Program Leaders. Many things are changing at Menominee from the way we protect our children to the long-term care we provide our elders and everything in between. "We must work together, lead effectively, find ways to say yes to Tribal Members who need help and preserve the Tribe's core values that our Mission, Vision, and Values memorialize."

That is what Chad would ask us as a Tribal Community to remember today. Work together, lead effectively, find ways to say yes to Tribal Members who need help and preserve the Tribe's core values that our Mission, Vision, and Values memorialize.

The Leadership Scholar and Author John Maxwell wrote, "Leaders become great not because of their power, but because of their ability to empower others..." Chad Waukechon was a great leader – he empowered us by the passion he felt for this community and by the hard work, he put in to make it a better place to live and work. We must never forget him and honor his life by continuing his work. Rest in Peace My Friend.

Category Description	FISCAL YEAR 2019 Tribal Administration CONSOLIDATED Budget					
	Indirect Cost Pool	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$621,593					\$ 621,593
Fringe Benefits	\$257,242					\$ 257,242
Travel	\$1,000					\$ 1,000
Training	\$33,000					\$ 33,000
Supplies	\$9,000					\$ 9,000
Contractual	\$18,800					\$ 18,800
Space Lease/Rental	\$39,000					\$ 39,000
Other Costs	\$15,800					\$ 15,800
Totals ►	\$995,435					\$ 995,434
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

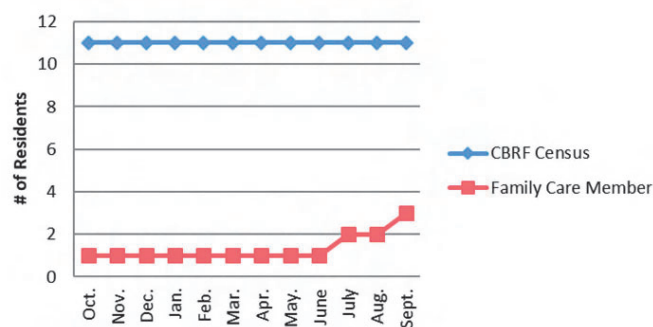
Aging and Long-Term Care

Ericka Kowalkowski, Director

Our Aging and Long Term Care department's overall mission is to respect and honor the traditions of our elders by providing services that promote independent living and enhance quality of life. In this division of services, the director is under the direct supervision of Tribal Administration and oversees the vast array of programs and services for the elders and reports to the Health and Family Committee. The Commission on Aging acts in an advisory capacity whose members serve to represent the views, interests, and concerns of the elder population. In addition, a Nutrition Advisory Committee is a separate advising body that provides input on matters related to the delivery of nutrition and nutritional supportive services.

Wolf River Community Based Residential Facility (CBRF)

WR CBRF Services



The CBRF's mission is threefold: to provide a safe, secure and comfortable home-like atmosphere for our elderly residents. To maintain and encourage the highest possible level of independence that is consistent with each resident's ability. To provide a level of assistance with activities of daily living that will optimize each resident's physical and mental well-being.

Wolf River CBRF's goal is to fulfill the needs of individuals 60 and older, with or without dementia, who are still relatively independent, but require some assistance and support with the activities of daily living, through a loving, caring, safe and secure environment. We will provide a level of care consistent with the resident's needs and abilities to maintain his or her highest-level of functioning, maximize his or her strengths, maintain or increase independence, and minimize decline. We will treat our elders with dignity and respect their rights as residents. We are dedicated to employing staff who are compassionate, qualified and with a desire to serve the elderly.

The Wolf River CBRF is licensed through the State of Wisconsin and regulated by the Wisconsin Administrative Code DHS 83. The CBRF receives funding from the following sources: Tribal funding, resident income contributions, the Tribal clinic and through Federal reimbursement for residents who qualify for the Third party agreement. In 2019, the staffing model has changed in the CBRF. After months of vacancy, the director position was filled and the CBRF Administrator/RN position was split into 2 positions. The CBRF administrator will oversee: the overall function of the facility, a registered nurse who supervises all medical needs, certified nurse aides who provide assistance with the Activities of Daily Living such as bathing, personal hygiene, dressing, eating, and toileting. Two cooks assist with the cooking, a maintenance worker, and shared staff with the Department of Aging and Long Term Care including the director and administrative staff.

On April 30, 2019, after self-reporting a situation of non-compliance, the DHS Quality Division inspected the facility and found 22 violations of state statutes. Tribal Administration provided the needed support and resources to bring the facility back into compliance. By using DHS 83 as a guideline, the staff put many months of hard work into creating policies, providing required training, scheduling residents' health maintenance appointments, facility modifications, and ensuring there was proper documentation

and follow through. A CBRF Validation Review inspection visit was conducted by the DHS on Oct. 30th and the surveyors determined that all previous violations were addressed to completeness and the Wolf River CBRF is now compliant with no additional deficiencies identified.

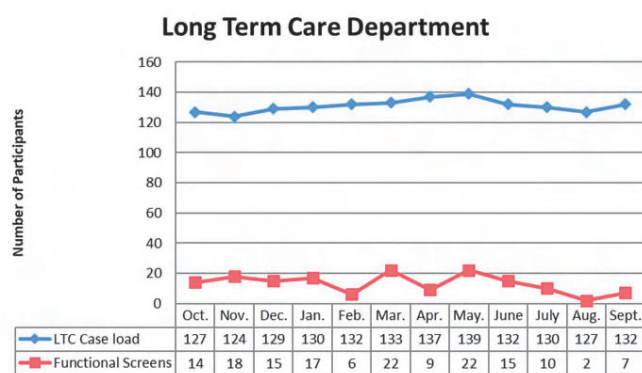
We instituted monthly meetings for both residents and employees. The resident group meetings and residents' individualized care conferences are for residents and their families/personal representatives to attend in order to be an active role in their care. The goal with this is to be transparent, increase communication and answer any questions. The purpose of the monthly staff meetings is to cover required topics for continuing education, standardize operating procedures, and increase communication.

The volume of residents was constant throughout the year despite its challenges. The year began and ended with 11 residents. In addition to personal care services, each resident has a private room and receives services that include medication management, organization and scheduling of medical, dental and optometry, scheduling and transportation to appointments, meals and snacks, planned activities and outings, and housekeeping and laundry service.

In 2019, staff assisted residents with participation in many activities throughout the year. They include the elder's picnic, annual Christmas party, Christmas caroling, Halloween trick or treating, Mielke Theatre, ice cream socials, entertainment by Goldeen Uelman, Wade Fernandez, and Carrie Frechette among others, exercise classes, attendance at Pow-wow's, bingo, shopping trips, bus rides, a trip to Navarino Nature Center, and the Shawano Cinema. The residents also enjoyed growing vegetables in the raised garden bed.

Respite services are also available for community members. The goal of Respite Care is to provide temporary placement for no more than 28 consecutive days for care, treatment, or services so that the primary caregiver can have a break from their caregiving duties. Adult Day Services program is offered to community members. When there is available access, this program is a fee-for-service that provides an affordable alternative for elderly persons who may require some assistance while their primary caregiver is away from the home during the day or otherwise unavailable to provide care. Unlike the Adult Day Services, elders participating in Respite Care remain at the facility around the clock during their stay. The rate for these services is based on the elder's income and participating persons must be age 60 or over. For both services, a screening assessment is completed to determine if the services will meet the elder's needs.

Long Term Care Department



Home and Community Based Services (HCBS)

The Tribe through the Department Long Term Care converted their Community Based waiver program to Family Care in 2018. This allowed us to provide critically needed services to Tribal members in their own homes and community. The Family Care model allows the Tribe to provide long-term care services to functionally and financially eligible individuals in the community, thereby creating an important alternative to institutional care. An individual must be both functionally and financially eligible to

participate in the program and the program currently serves the frail elder population age 65 and over, and the physically and disabled population age 18 and over.

The Long-Term Care Manager and Director serve on a Long Term Care Study Workgroup along with the Department of Health Services and representatives from the other Tribes within the state. The work of the group is focused on laying the groundwork for other Tribes to use Menominee as a model when setting up their fees for services provided.

Case Management

The Department of Aging and Long Term Care is unique among other county or Tribal aging units statewide as the Menominee Tribe administers the only Tribal Aging Unit in the State. The Tribe is managing our Tribal members of the program. We are transitioning from one fiscal agent to another who will be able to better support our members. We authorize representative payee functions for those members that request it. Our case management team consists of 12 staff. The team consists of the Long-Term Care Program Manager, Functional Screener, 5 Case Managers, 3 RN's, an Office Assistant and a NICOA worker. This department has been evolving through many critical growth transitions. Currently, they are converting all of their documentation and member files into a new computer system. This is projected to be completed by early 2020.

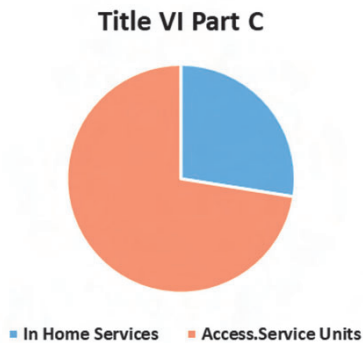
There is no greater cultural competence than a Tribe caring for its own community rather than Tribal members needing to go to seek out services with an outside agency. Economic stability is created in our community when our members' families can get paid for the care that they are giving their family members. Generally, every eligible Family Care member has at least one supportive home care worker. Tribal departments that provide the same Medicaid allowable and billable services can be reimbursed for those services provided to eligible members thereby stretching their department funds to serve additional persons.

Title VI and Title III Grants

The use of Title VI funds is directed toward Native Americans age 55 and over, and Title III funding is provided for individuals who are age 60 and older in accordance with the Older Americans Act. The Administration on Aging (AoA), located in the U.S. Department of Health and Human Services, is the federal agency responsible for programs authorized under the Older Americans Act of 1965. A portion of the aging services are funded through the federal Title VI Grant for Native Americans and by Title III funding through the Greater Wisconsin Agency on Aging Resources (GWAAR). Typical aging programs funded by Titles VI and III are the Nutrition program operation, Elder Benefit Specialist program, Alzheimer's, Family Caregiver program, Preventative Health, and Supportive Services that include personal care, homemaker, chore services, case management, assisted transportation, information and assistance, outreach, temporary respite, and adult day care.

The Menominee Tribal/County has a 3-Year Aging Unit Plan (Title III) 2019-2021. The plan was submitted to GWAAR. The first year of our plan was spent as a learning and growing phase based on our evaluation that was conducted at the end of the fiscal year. This plan represents the intent of the County/Tribe to assure that older people have the opportunity to realize their full potential and to participate in all areas of community life. We look forward to expanding our services to incorporate more collaboration throughout the agencies that serve the reservation. The required focus areas within this plan include: Involvement of Older People in Aging Related Program Development and Planning, The Elder Nutrition program, Services in Support of Caregivers, Services to people with dementia and Healthy Aging. Our programs and services are provided with additional funding through other grants such as Community Service Block Grant (CSBG) that is used to support the lifeline program, purchase loan closet equipment and to provide emergency assistance.

Native American Community Caregiver Program Title VI Part C



The Native American Community Caregiver Program serves person's age 55 and older. The program is staffed by two full time Community Caregivers, who are Certified Nursing Assistants. The Caregiver Program primarily assists the family caregiver of an elder who may be chronically ill or have disabilities. The services provided include assistance, current information on available resources, case management, outreach, health and wellness promotion, transportation, chore services, in-home services such as personal care assisting with activities of daily living, and other supportive services that contribute to the welfare of the elders.

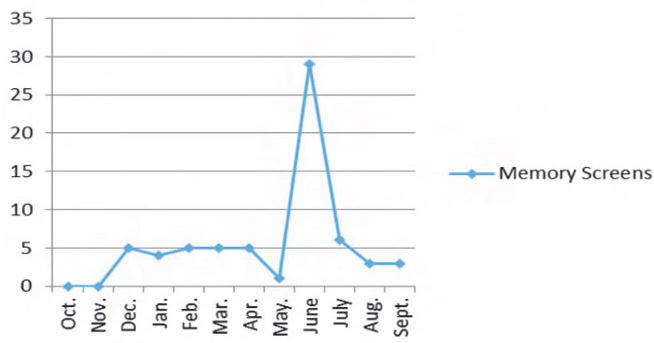
During the FY 2019 the unduplicated number of individuals served was 50. Caregiver staff completed 1,897 units of access service, by providing a variety of services that included: Information/Referral and Assistance, and Assisted Transportation. The number of in-home services were: 720 units of service which included: Homemaker Services, Personal Care and HHA service, Chore Service, Visiting, Telephoning and Family Support.

The Director of Aging and Long Term Care serves as a liaison to the Great Lakes Intertribal Council Senior Companion and Foster Grandparent program. The individuals who serve in these programs are considered volunteers who spend time with elders and in the daycare setting, Head Start, schools in the community as well as the Woodland Boys and Girls Club.

Alzheimer's Family Caregiver Support Program (AFCSP)

The purpose of the Alzheimer's Family Caregiver Support Program is to provide information and education to persons with Alzheimer's disease and family caregivers; this will prevent or delays institutionalization and improves the quality of life for people with dementia. The Department of Aging and Long Term Care partners with the Wolf River Dementia and Caregiver Network to collaborate efforts and provide our community members with education, support and screenings.

Memory Screens



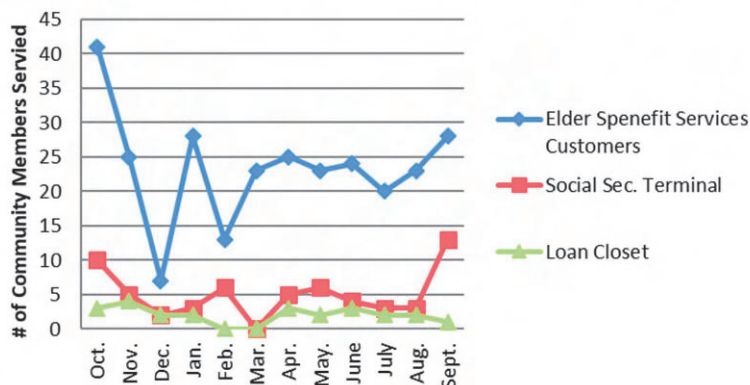
Tribal Dementia Care Specialist Program (TDCS)

The Tribal Dementia Care Specialist (TDCS) takes pride in providing culturally competent services, education and supports to people with dementia, their families, and community members, and assist in

implementing strategies to create a dementia friendly community. The TDCS provides information and assistance about Alzheimer's disease and other dementias. The Specialist will also perform memory screens for individuals to determine the need for follow up with their primary physician and other healthcare professionals. The Specialist connects family caregivers with needed assistance and support. The Specialist can discuss options for long-term care and assist in making future care plans. The TDCS collaborates actively and develops referral protocols with local, regional and statewide dementia organizations, the Wisconsin Alzheimer's Institute and the statewide research center. We will be able to offer and provide short-term services coordination for individuals with dementia or their caregivers. TDCS coordinates with other Tribes, ADRC's, county aging unit(s), APS and other county staff, and be available for joint or independent home visits. TDCS provides outreach and awareness to professionals, employers, organizations and the general community about the Tribe, ADRC and available dementia services. The TDCS organized/participated in many community/county events: a Parkinson 5K Awareness walk - 42 participated, Dementia Friendly Community Seminar, memory screens, Memory Café, Dementia Awareness, Dementia 101, Aging Stimulation, What is Dementia, Vet to Vet Café, and Know the 10 Signs. The TDCS will provide education and support to persons with dementia and their families, and will assist in implementing strategies to create a dementia friendly community.

Elder Benefit Specialist Program (EBS)

Elder Benefit Specialist Services



The purpose of the Elder Benefit Specialist (EBS) Program is to provide access to benefits, entitlements, and legal rights for older persons. Our EBS provides information, advice, referral and assistance to older individuals regarding eligibility and issues related to public benefits and services, health care financing, insurance, housing and other financial and consumer concerns. Referrals are made for individuals in need of legal representation to the private bar or Wisconsin Judicare. During FY 2019 program services were provided to an unduplicated number of 274 Native Americans. The elder population is encouraged to contact our Elder Benefit Specialist for assistance or inquiry regarding public benefits. Legal assistance to complete a Living Will/Last Will and Testament is available by Judicare and for your convenience, the Judicare attorney travels to the reservation; simply contact our EBS to arrange an appointment.

The Elder Benefit Specialist works with community members and the families and residents of the Wolf River Community Based Residential Facility (CBRF) on issues related to Medicare and other benefits issues, and to secure the CBRF as the residents' representative payee for Social Security benefits. Our EBS is available to meet with Elders in their homes, in office, at the clinic, at the senior centers, or wherever is most convenient for the Elder. Wisconsin Judicare serves as the legal backup provider accepting referrals from the Elder Benefit Specialist when legal representation is necessary. The Elder Benefit Specialist is a member of the Wisconsin Association of Benefit Specialists and attends ongoing required training to remain current with updates in public benefits.

The Department of Aging & Long Term Care and the Social Security Administration (SSA) has installed a computer program called The Video Service Delivery Project (VSD). The goal of the project is to reach out to members of the public who wish to conduct business with Social Security Administration (SSA), in

remote locations, through real-time video conferencing. This video service will provide them with better information and access to SSA services. The project will also test the impact of SSA's VDS initiative on its internal network and operations and on the clients of the Menominee Indian Tribe of Wisconsin. This video conference calling will be available every Tuesday, starting at 1 p.m. and we will offer more times and dates depending on the needs from community members. For the fiscal year 2019, the Social Security Video Terminal had 92 participants use the terminal. The Social Security Video Terminal has its own private office space. Having its own room protects the sensitive information of Social Security numbers and the private information of their financial benefits.

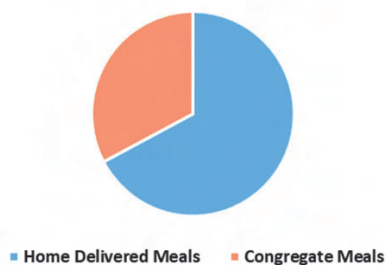
In addition, our Elder Benefit Specialist manages our loan closet, CSBG, CFM, and is responsible to prepare and distribute our department's monthly newsletter, the Moccasin Print. In 2019 there were 4,800 newsletters distributed throughout the community.

Loan Closet

Durable medical equipment is loaned on a temporary basis to Elders who are in need of such items due to illness, injury, surgery, etc. During the FY 2019, 24 items were loaned out that included; Wheelchairs, Walkers, Hospital Beds, Commodes, Shower Chairs, Bedside table, Toilet Risers, Space heater, and Grab Bars. A signed agreement is required and is available at the Aging and Long Term Care department. Loan closet items can be picked up and larger items are delivered and set up by our general maintenance worker.

Nutrition Program

Title VI and III Meals



The Nutrition Advisory Committee is the body within the County and Tribe that represents the nutritional views, interests and concerns of the elders in the community. It is responsible for identifying and promoting healthy eating, in which during 2019, the Nutrition Advisory Board is made of the cooking staff from the meal sites, the Director of Aging and LTC, the Menominee Tribal Clinic Nutritionist, a UW-Extension representative, and members of the community ≥ 55 yrs old. This Advisory Committee works collaboratively with the senior center/home delivered meals, activities, and programming available at the senior centers. The nutrition program provides hot, nutritious meals to homebound elders and in the congregate setting at the senior centers serving meals Monday through Friday 10:30am until 12:30pm with the exception of Holidays and weekends. Funded by Tribal, State, and Federal funds, our meals are designed to provide elders a nutritious meal daily. The menus are created with input from the cooks and clinic dietician and reviewed by the Nutritional Advisory Committee. Each center is staffed with a full time Head Cook and part time Assistant Cook and when available by individuals through the Caring Connections program, and volunteers. Our centers serve to provide much more than just a meal. Elders can use the centers as an opportunity to socialize and do activities such as playing cards, bingo, working puzzles, scheduled events during the year, and ultimately the opportunity for visiting and enjoying the company of others. Informational materials on nutrition and other topics of interest and community events can be found posted in the centers. During FY 2019 the total number of meals served for Congregate Meals was 10,562 and Home Delivered Meals was 21,667.

The nutrition program is regulated by the Wisconsin Aging Network Manual of Policies and Procedures and by Tribal law. Persons eligible for congregate meals must be age 55 or older, any spouse who attends the dining center with their spouse who is age 55 or older, and disabled individuals who reside at home

with an eligible elder participating in the program. Persons eligible for home delivered meals must be age 55 and older, frail and essentially homebound. Other criteria include that the individual must be unable to participate in the congregate meal program, that there is no spouse or other adult living in the home who is willing to prepare meals, that any special dietary needs can be met, that the individual is able to feed themselves or have someone available to assist with dining, the individual is unable, physically and emotionally, to obtain food and prepare adequate meals, and that the person agrees to be home when the meals are delivered. Each person applying for home delivered meals will receive an assessment in their home to determine the individuals' level of need for this service. Reassessment of the continued need for home delivered meals will be done in the home of the participant every six to twelve months.

Emergency Assistance

Emergency assistance in 2019 was provided utilizing the Community Services Block Grant (CSBG) to address the needs of low-income elders with utility assistance to avoid disconnection, with heating problems particularly in weather related emergencies, to avoid eviction from their homes, and other emergencies that jeopardize the elders' health, safety and welfare. In FY 2019, \$27,694.40 of financial assistance was provided for: Propane, Fuel Oil, Lifeline, Septic, Appliances, Home Improvements, Heating/Furnaces, and Electric. The emergency assistance funds are limited and in an effort to provide financial assistance to a greater number of Elders in need, assistance is provided on a one time basis per individual and one time per household during the fiscal year October 1 through September 30. Eligibility criteria include that the applicant must reside within the boundaries of the reservation and income must not exceed the federal poverty guideline of 125% for use of CSBG funds. Additional emergency assistance was provided to Tribal community members through Gaming Found Money applications; 44 people were served for a total of \$14,451.90.

Good Neighbor Certificates

This is a program sponsored by Goodwill to provide community organizations with a limited number of certificates valued at \$25.00 for distribution to elders in need. Certificates may be used to select \$25.00 worth of merchandise at any Goodwill store. In 2019, 72 vouchers were distributed in the last fiscal year.

Lifeline Medical Alert

Limited financial assistance is provided for elder's to obtain the Lifeline Medical Alert, a secure personal medical alert emergency response service designed to help seniors live with greater independence. To determine eligibility, you must be at income at or below 100% of the Federal Poverty Level, have a medical problem or physical disability, have a prescription from your physician, have a land line telephone, and have 3 relatives, friends, or neighbors who live within 15 minutes of your home, who have access to a key for your house, and who will come to assist you if needed.

Maintenance

The maintenance department is staffed by one full time employee that is responsible for the general/routine and preventative maintenance on the facilities including the Wolf River CBRF (in accordance with DHS regulations), the Aging and Long Term Care departments, and shared oversight of the maintenance at the Neopit and Keshena Senior Centers. Additionally, this role provides assistance with the snowplowing, air conditioner installation, some firewood delivery, delivery or assistance of durable medical equipment, and minor home repairs.

Snowplowing

In 2019, Aging and Long Term Care met with Ben Warrington, Emergency Management Director he coordinated the routes and 5 agencies to assist with the snowplowing. The agencies involved were Aging and Long Term Care, Food Distribution, Tribal Police, CRC, and Emergency Management. The Tribal Jail Administrator and Recreation Director provided assistance as alternate plow operators when needed. They had over 200 driveways to be plowed with each snowfall accumulation of 3 inches or more. The purpose of the snowplow service is to ensure access for medical transportation, nutritional meals, and other aspects of functional living. Driveways must be free of obstructions such as vehicles, campers, bicycles, etc. During the upcoming winter season please remember that every effort is made to meet the snow plowing demand as quickly and as safely as possible; however, because not every snow event is the same, during heavier snow falls it will take longer to clear all driveways. Unpredictable weather, hazardous driving conditions, and limited resources make it impossible to plow as quickly as many people

would like. Our drivers maintain a specific route, and to insure their safety, we ask that you remain patient.

Firewood

Eligibility for firewood requires that you must be an enrolled Menominee and reside on the reservation. Distribution is limited to one truckload per household. In 2019, there were 89 applications in total and all provided firewood. Applications are required annually and are available at the Aging and Long Term Care department, Senior Centers in Keshena and Neopit, and Moccasin Prints. Cutting, splitting, and delivering firewood is a challenge for our department and for the 2019 heating season we contracted out to local vendors.

Air Conditioner Installation

Due to the safety concern for elders' health in extreme high temperatures, heat indexes and high levels of humidity, the Aging department loans out air conditioning units to reduce and prevent health dangers. A priority in lending is given to those persons who are the most vulnerable focusing on the frailest and disabled. Elders age 65 and over, and for Elders who have medically documented health conditions that warrant the need for an A/C unit. Eligibility includes that you must be an enrolled Menominee and must reside within the boundaries of the reservation. Only one Air Conditioning unit is loaned per household. In 2019 there were 12 air conditioning units delivered and installed.

Activities

FY 2019 activities supported by the Tribe and hosted by the Aging department included the Annual Elders Christmas party and the Elder's Annual Picnic. Transportation was provided for elders to attend these events as well as, Strawberry Picking, Trips to Shawano Park, Indian Summer Fest in Milwaukee, GLNAEA Meetings for 15 elders to Red Cliff and Lac du Flambeau, Sturgeon Feast, Annual Menominee Nation Pow-Wow and to the Annual General Council meeting.

We thank all of the members of the community that served on advisory groups (past and present) for the Department of Aging and Long Term Care. We appreciate the support and collaboration of Tribal departments and partner agencies as we strive to meet the needs and goals of our community. Our staff serve to provide efficient services to the elders of the community. We welcome your input about assistance on current or proposed services that you feel would be important for our elder population. Please feel free to contact us with any questions or requests for service at the contact information provided below:

Department of Aging and Long-Term Care	(715)799-5240
Kay Ann Dixon, Receptionist	
kadixon@mitw.org	
Fax Number	(715)799-5278
Ericka Kowalkowski, Director	(715)799-5897
ekowalkowski@mitw.org	
<u>Senior Center</u>	
Keshena Senior Center	(715)799-3964
Jana Caldwell Head Cook –Keshena	
Neopit Senior Center	(715)756-2290
Debra Poca Head Cook-Neopit	
<u>Aging</u>	
Monica Vick, Business Manager	(715)994-1368
mvick@mitw.org	
Patricia James, Administrative Assistant	(715)799-5272
pjames@mitw.org	
Lynnette Maskewit, Elder Benefit Specialist	(715)799-5688
lmaskewit@mitw.org	
Kristin Waukau, Tribal Dementia Care Specialist	(715)799-5270
kwaukau@mitw.org	
LuAnn Richmond, Community Caregiver	(715)799-3238

lrichmond@mitw.org
Kimberly L. Latender, Community Caregiver (715)799-5929
kllatender@mitw.org

CBRF
Karen Bialcik, interim CBRF RN/Administrator (715)799-5275
kbialcik@mitw.org

Long Term Care
Dawn Klaeser, Long-Term Care Program Manager (715)799-5992
dklaeser@mitw.org

Case Managers
 Abigail Pinkston (715)799-5271
 Alexx Schultz (715)799-5081
 Casey Arrowood (715)991-1371
 Ginger Gruett (715)994-1369
 Heather Strong (715)799-3224
 Ray Creapeau (715)799-5888

RN's
 Ann Faehling (715)799-5268
 Pam Nelson (715)799-4246
 Zoe Zimmerman (715)799-5253

Category Description	FISCAL YEAR 2019 Aging & LTC CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$1,086,212		\$128,255	\$67,699		\$1,282,167
Fringe Benefits	\$343,609		\$30,779	\$11,092		\$385,479
Travel	\$9,026		\$6,240	\$3,661		\$18,927
Training	\$689		\$4,625	\$1,908		\$7,222
Supplies	\$150,228		\$25,976	\$24,604		\$200,808
Contractual	\$1,445,916		\$10,852			\$1,456,768
Space Lease/Rental	\$19,483		\$14,092	\$338		\$33,913
Indirect Costs	\$225,876		\$28,202	\$17,749		\$271,827
Other Costs: (list below)						
License & Permits	\$28		\$78			\$106
Telephone	\$1,989		\$2,462			\$4,451
Cell Phone/Pagers	\$544					\$544
Advertising				\$37		\$37
Property Insurance	\$1,330		\$177			\$1,507
Vehicle Insurance	\$7,863		\$703			\$8,566
Building Maintenance	\$14,912					\$14,912
Equipment Maintenance	\$480					\$480
Vehicle Costs	\$10,924		\$2,263			\$13,187
Direct Assistance	\$45,587			\$27,694		\$73,281
Program Activities	11,955		\$1,000	\$1,090		\$14,045

Elder Activities	\$5,212					\$5,212
WR CBRF Fine					\$6,786	\$6,786
Totals ►	\$3,381,862		\$255,705	\$155,874	\$6,786	\$3,800,226
Fund/Totals Ratio:	88.99%	0.00%	6.73%	4.10%	0.18%	

Agriculture and Food Systems

Gary Besaw, Director

The Department of Agriculture and Food Systems (DAFS) was established approximately 17 months ago in response to the strategic need for an agriculture department as identified via the Menominee Action Plan and Menominee Tribal Strategic Plan. DAFS has since taken the mantra, as identified on the DAFS logo as “Back to our Roots for Sustainable Jobs, Health, and a Vibrant Economy.” That said, the 1-to-3 year strategic plan speaks to:



1. Academics, meaning 1) help support and develop culturally-related sustainable agricultural learning experiences for youth and community, with a “bridge” to extended learning at CMN, and 2) assisting CMN in opportunities and development of sustainable agriculture, agroforestry, aquaponics, and related degrees/certificates.
2. Economics, meaning searching for funding for 1) a production site/cannery/preserving/processing kitchen along with associated training, 2) assisting Food Distribution, Farmers Market, and local stores/kitchens obtain fresh produce and meats, and 3) provide technical assistance and resources for individuals and community organizations interested in selling produce, meats, eggs, and agroforestry botanicals.
3. Healthy Nation, which includes providing training, technical assistance, and resources to tribal members and departments interested in growing individual or community gardens for healthy exercise activity and access to fresh produce for processing and cooking as needed.

Successes this past fiscal year include:

1. Successfully competed for and was awarded a 5-year, one million dollar grant (\$1,000,000 spread out over five (5) years) starting January 2020. Goals include to 1) develop the legal infrastructure of codes, zoning ordinances (including rezoning 600-800 acres back into agriculture), management plans, and agreements needed to assist tribal growers, businesses, and programs in redeveloping a Menominee Foods System, 2) provide the training needed to meet any grower needs or seller ordinances, 3) provide supplies and minor equipment for member loan, 4) many related objectives, including providing funding resources and educational entities with a matrix describing the values and operational rules by which to understand indigenous agriculture. Funding for this project was provided by the UW School of Medicine and Public Health from the Wisconsin Partnership Program.
2. Hosted the United States Department of Agriculture (USDA) Office of Tribal Relations as they updated their website. Menominee is included amongst several tribal nations highlighted in Wisconsin regarding agricultural initiatives.
3. Assisted Menikanaehkem in their efforts at developing a grazing plan, poultry, and a hoop house, and with potential conservation plan for their property.
4. Purchased tillers, fencing, seeds, straw, compost, soil, and organic fertilizer to assist tribal members.
5. Completed a tribal department/organization/local business survey to identify resources available to assist local community. DAFS also provided an analysis of the “gaps” in resources needed for redevelopment of our Menominee Foods System.

6. Solicited funding from several sources to assist tribal members to garden. Waewaenen to 1) Menominee Wellness Initiative (approx. \$13,000 to assist for past growing season and next spring) 2) a Kindle Project grant of \$2,000 “for the work you do in your community,” and 3) UW Madison Skills Share Obesity Prevention Initiative Intervention Core (\$4,500.00 for travel expenses to visit and report back on various Midwest tribal agriculture and wellness initiatives).
7. Solicited resources from near and far to assist in the growing season, including 1) over 1,200 organic starter plants from Gordy Lederhaus, of “Plants by Gordy” near Oconto Falls, 2) several truckloads of pine 2x8’s for raised garden bed boxes from MTE (waewaenen MTE board and Laurie Reiter), and 3) Jonesy Miller (use of agricultural lease land for DAFS demonstration garden), and 4) individuals like Jeff Grignon, Jonesy Miller, CRC Job Training Center youth workers Tristen Dixon, Isaiah Moss, and Dan Cornelius. Too numerous to list are the other intertribal, tribal and community agencies, departments, and organizations.
8. Completing a draft agreement/charter with CMN/NWTC/Oneida Nation, two Indigenous Non-Governmental Organizations, and DAFS for a joint demonstration farm/experiential outdoor laboratory on an existing 40-acre farm located on the Oneida Reservation, for use by CMN as an outdoor classroom for Green Bay/Oneida Campus.
9. In process of final stage of a grant for agricultural community garden infrastructure after initial successful stages were approved. Infrastructure in final funding request include wells, irrigation, and fencing for at least three sites on reservation.
10. Assisted in consultations with USDA Sec. Perdue on 2018 Farm Bill content and subsequent implementation, and USDA Food and Nutrition Services (NFS) Director Lipps on Food Distribution on Indian Reservations (FDPIR) content and implementation.
11. Conducting attempt to provide a pilot maple syrup business in coordination with MTE Forestry/MTE and MITW (DAFS will not run the business, just assist in technical assistance)
12. Provided assistance as follows to community members:
 1. Completed and installed 19 raised garden beds.
 2. Assisted in tilling 8 gardens.
 3. Collected and distributed over 1,200 organic starter plants to 80-to100 individuals or community gardens.
 4. Assisted in distributing heritage seeds to 10-15 community members. This is in addition to the CMN/UW-EXT/DoCE/MLCC seed distribution and seed-blessing event.
 5. Loaned equipment to individuals, such as tillers and cultivators, and garden supplies, such as compost, straw, and organic fertilizer, upon request. This assisted 5-10 members who did not physically need our assistance.
 6. Assisted 3 individuals and programs with installing fencing.
 7. Provided minor assistance as requested to 4-6 other garden sites.

DAFS Staff:	Job title	Email
Gary Besaw	Director, of Department of Agriculture and foods systems	gbesaw@mitw.org
Joyce Wayka	Administrative Assistant	jwayka@mitw.org
Catherine Majer	Native Food Sovereignty fellow, AmeriCorps VISTA	cmajer@mitw.org
Sasha Wayka	Recording Clerk	swayka@mitw.org
Francisco Alegria	Food systems intern (part-time)	falegria@mitw.org

Website: <http://www.menomineeensn.gov/GovernmentPages/Department.aspx?departmentID=8000>

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 80,172	\$ -	\$ -	\$ -	\$ -	\$ 80,172
Fringe Benefits	\$ 29,487					\$ 29,487
Mileage	\$ 915					\$ 915
Meeting & related	\$ 600					
Training & Related	\$ 62					\$ 62
office supplies	\$ 697					\$ 697
Program supplies	\$ 945					\$ 945
Minor tools & equip	\$ (2,179)					\$ (2,179)
Utilities	\$ 331					\$ 331
Space Rent	\$ 3,245					\$ 3,245
Contractual	\$ 75					\$ 75
Indirect Costs	\$ 14,617					\$ 14,617
Other Costs: (list below)						\$ -
Skills share-Obesity Prevention					\$ 3,088	\$ 3,088
MTC Wellness Initiative donation					\$ 8,728	\$ 8,728
Totals ►	\$ 128,968	\$ -	\$ -	\$ -	\$ 11,816	\$ 140,784
Fund/Totals Ratio:	91.61%	0.00%	N/A	N/A	8.39%	

Child Support

Heather Hoffman, Manager

The Mission Statement of the Menominee Tribal Child Support is to enhance the well-being of our children by assuring assistance and support through healthy, friendly, positive atmosphere that promotes and preserves our families. The vision is to empower our families and community by providing for our children.

The Menominee Tribal Child Support's primary responsibility is to enforce orders issued by the Menominee Tribal Court, along with providing services for Paternity Establishment, Support Establishment and enforcement, locating absent parents, inter-jurisdictional establishment and enforcement and case management.

The Menominee Tribal Child Support employed 11 staff in FY2019, comprised of an Inter-jurisdictional Specialist, a Paternity/Child Support Specialist, four (4) Child Support Specialists, a Family Resource Specialist and the Pemaenaew Coordinator. Management and Administrative Staff include a Child Support Manager, a Financial Specialist and an Administrative Assistant. The agency also shares a part-time Attorney with Tribal Social Services.

The child support system involves very extensive networking with community resources, other tribes, states and counties, as well as employers, employment resources and federal and local agencies. The Menominee Tribal Child Support Agency also has access to many resources in order to locate parents, verify employment and income. Referrals and applications are received from and made to these resources on a continuous basis through the year. The agency also provides information to participants regarding job training, employment opportunities, and other community resources available.

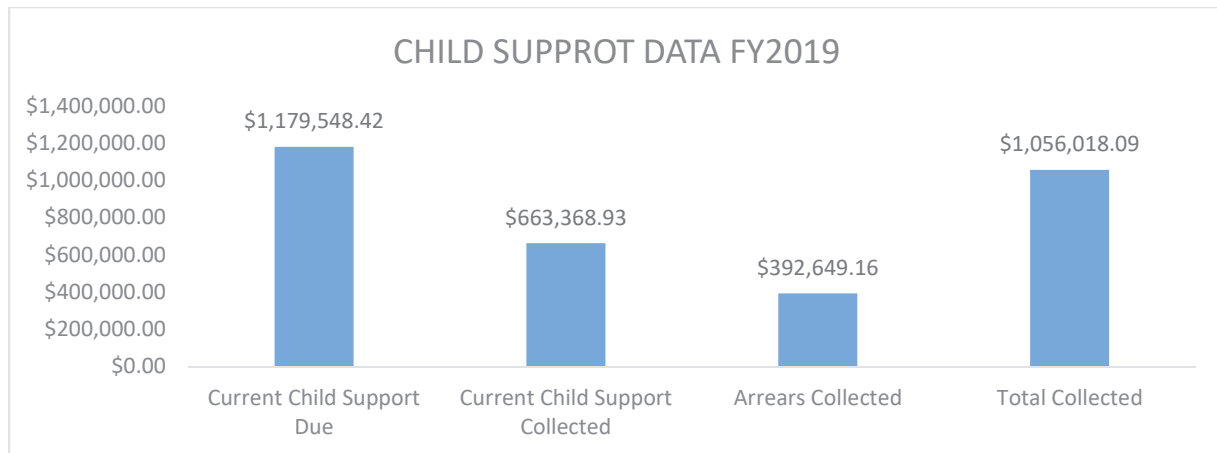
For the Menominee Tribal Child Support Agency, income withholding is by far the most effective tool available for the collection of financial court ordered obligations. Constant case management and monitoring is key. The Agency also accepts and enforces orders issued by other jurisdictions, including Wisconsin Counties, other states and Tribes and our agency also asks for assistance from other Wisconsin Counties, other states and Tribes to enforce our Menominee Tribal Court Orders if the non-custodial person lives in their jurisdiction. Inter-jurisdictional enforcement is another tool used for the collection of child support. Additional enforcement tools used for the collection of child support for our children and their families include interception of unemployment benefits, workman's compensation and Federal/State Tax refunds.

There are economic conditions and other factors that prove difficult in collecting child support obligations. These factors include incarceration, unemployment, transportation issues, and barriers to employment such as job training/skills and education.

The Menominee Tribal Child Support Agency monitors and reviews cases and ensures support obligation are appropriate based on the income of payers. Paternity Establishment is an important services of the Menominee Child Support as it provides our children with a sense of identity and belonging, and opens the door for enrollment with the Menominee Tribe and the benefits that come along with that status. Paternity Establishment is the process of determining the legal father of a child and may be established through genetic testing and/or court order through the services provided by the agency. There are instances where parents who are unmarried establish paternity through filing the Wisconsin Voluntary Paternity Acknowledgement (VPA) form themselves to the Office of Vital Records. Under Wisconsin Law, this fully establishes legal paternity and the father's name is added to the birth certificate, however the VPA does not give the father any legal rights or physical placement and must file motion in Court on their own to gain legal rights, placement and/or visitation. Cases referred for child support services from Economic Support Programs where paternity has been established by Voluntary Paternity Acknowledgement have been problematic as the Menominee Tribal Court at times is reluctant to establish a child support obligation if paternity was established by this method. The practice of the Menominee Tribal Child Support Agency and Paternity Specialist when a case is referred for paternity establishment is to encourage participants to utilize the services offered by our agency to obtain a court order to establish a legal father, however, some parents do choose to complete the Voluntary Paternity Acknowledgements on their own.

The Agency's enforcement and establishment of financial obligation of children reduces poverty and financial strain on the custodial parents, reduces the participation of welfare programs of single-parents and most importantly, child support collections yield positive outcomes on family relationships and increases the involvement of non-custodial parents in their children's lives.

As of September 30, 2019, the child support agency has a total of 1,913 open, active cases, of which 271 are Inter-jurisdictional cases, 191 are Kinship/Substitute Care Cases, and the remaining 1,451 are regular child support/paternity cases. FY2019 Child Support Data is as follows:



Below is a snapshot of the historical child support data for FY2017 and FY2018. As you can see, the amount collected in total has increased from the previous Fiscal Years compared to FY2019.

FISCAL YEAR	CURRENT CHILD SUPPORT DUE	CURRENT CHILD SUPPORT COLLECTED	ARREARS COLLECTED	TOTAL COLLECTED
2017	\$ 1,121,255.99	\$ 580,930.31	\$ 315,589.53	\$ 896,519.84
2018	\$ 1,093,331.85	\$ 577,906.50	\$ 378,694.47	\$ 956,600.97

The chart below shows the cost of operations for the Menominee Tribal Child Support Department for FY2019.

FISCAL YEAR 2019 CONSOLIDATED Budget					
TRIBAL	Program Income	Federal	State	Other	TOTALS
\$ 104,027		\$416,109	\$ -	\$ -	\$ 520,136
\$ 62,437		\$249,750			\$ 312,187
\$ 4,352		\$ 17,409			\$ 21,761
\$ 1,620		\$ 6,480			\$ 8,100
\$ 4,424		\$ 17,694			\$ 22,118
\$ 2,396		\$ 9,584			\$ 11,980
\$ 22,987		\$ 91,949			\$ 114,936
					\$ -
\$ 1,162		\$ 4,646			\$ 5,808
\$ 30		\$ 120			\$ 150
\$ 405		\$ 1,620			\$ 2,025
\$ 6		\$ 22			\$ 28
\$ 203,846	\$ -	\$ 815,383	\$ -	\$ -	\$ 1,019,229
20.00%	0.00%	80.00%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2019 Amounts
	Generated
Administrative Fees	\$ 5,015.00
CS Court Costs	\$ 823.00
DNA Testing	\$ 934.00
Process Service	\$ 709.00
Totals	\$ 7,481

There is much to be done as we move into Fiscal Year 2020. It is our goal to continue to ensure financial stability for the children and families served by our program and the staff of the Menominee Tribal Child Support Agency look forward to the new Fiscal Year as we work to support, strengthen and encourage families to provide a safe, nurturing and stable environment.

Clinic

Jerry Waukau, Administrator

Mission Statement: The mission of the Menominee Tribal Clinic is to provide quality, accessible and comprehensive health care in the area of medical, dental and community health services. We have been re-accredited by the Accreditation Association for Ambulatory Health Care Inc. (AAAHC) for the period 2019 to 2022. The Clinic employs 159 full-time employees, 6 part-time employees, 10 on-calls (PRN), and 10 contracted provider consultants.

The Menominee Tribal Clinic continues to be leaders in Indian Country on trauma informed care and community engagement work.

We continue to partner with Johns Hopkins, and the Robert Wood Johnson Foundation on our journey to health, using cross sector collaboration, Bridges Out of Poverty, and community engagement as our foundation framework. The Menominee Nation has been featured in a Robert Wood Johnson Culture of Health as a case example of approaches communities are using to improve health.

The Clinic has remained financially stable over the years as we continue to operate under a Business Operation Plan approved by the Tribal Legislature. Included is an overview of the 2019 Financial Expenditures Report.

FY 2019 Annual Financial Report Menominee Tribal Clinic					
Expenditure Sources					
Expense Category	Tribal	Federal	State	Other	TOTAL
Personnel Costs	\$113,622	\$4,964,485	\$118,768	\$170,173	\$5,367,048
Fringe Benefits	\$62,360	\$2,074,058	\$63,494	\$87,564	\$2,287,476
Travel	-	\$48,713	\$2,320	\$14,876	\$65,909
Training	-	\$57,981	\$9,079	\$30,418	\$97,478
Equipment	\$323,153	\$58,989	-	-	\$382,142

Supplies	-	\$2,324,213	\$33,813	\$145,965	\$2,503,991
Contractual	\$15,000	\$3,156,937	-	\$10,722	\$3,182,659
Utilities	-	-	-	-	-
Space Lease/Rental	-	-	-	-	-
Construction	-	-	-	-	-
Indirect Costs	\$80,000	\$1,855,661	\$28,173	\$13,163	\$1,976,997
Other Costs: (list below)					-
MITW Transit	\$288,779	\$4,486			\$293,265
Maint & Improvement	-	\$1,750,816			\$1,750,816
CHS Referrals					-
Cash Suppl IHS 3105	\$13,577,310				\$13,577,310
Prior Yr Expenditures	\$1,527			\$1,527	\$3,054
Total Expenditures	\$14,461,751	\$16,296,339	\$255,647	\$474,408	\$31,488,145

MTC Controlled Substance Prescribing and Monitoring Activities Report

In the last quarter of 2018 Clinic Leadership created Controlled Substance prescribing and surveillance goals for 2019:

- One of the primary goals was to work on establishing and implementing a uniform standard of monitoring patients using controlled substance across clinical departments. The Clinic Medical Director, Dr. Culhane, met with Behavioral Health Department providers in December 2018 and again in January 2019 to discuss implementation of pre-initiation drug screening, annual drug screening, medication refill policies, high risk medication agreements, and follow up timelines. Utilizing best practices for prescribing and monitoring patients on opioid and other high risk medications can help lower the risk for abuse and diversion in the community.
- Another important goal was to designate the Deputy Clinic Director as Medical Coordinator for Controlled Substance tracking at MTC. The Medical Coordinator will be able to provide important feedback and data to health care providers, clinic leadership, and Tribal leadership regarding controlled substance prescribing trends of the healthcare providers serving at the Tribal Clinic. The data will be compiled through the State of Wisconsin's online Prescription Drug Monitoring Program (PDMP).
 - Access to all the providers' PDMP data allows for transparent communication and accountability and helps demonstrate that controlled substances are prescribed according to best practices set forth from Federal DEA, State licensing board and professional association guidelines.
 - **Electronic Prescription Drug Monitoring Program (ePDMP)** – The ePDMP is a tool to help combat the ongoing prescription drug abuse epidemic in Wisconsin. By providing valuable information about controlled substance prescriptions that are dispensed in the state, it aids healthcare professionals in their prescribing and dispensing decisions. The ePDMP also fosters the ability of pharmacies, healthcare professionals, law enforcement agencies, and public health officials to work together to reduce the misuse, abuse, and diversion of prescribed controlled substance medications.
- **SUBOXONE Program – treatment of opioid use disorder**

- **Background:** It is important to provide treatment for people struggling with opioid use disorder to prevent overdose or even death. To treat those with opioid use disorder, it is crucial to expand access to evidence-based treatments, including medication-assisted therapy (MAT). MAT is a comprehensive way to address the needs of individuals that combines the use of medications like Suboxone with counseling and behavioral therapies. <https://www.cdc.gov/drugoverdose/prevention/treatment.html>
- Dr. Joe Guenther increased program enrollment from 10 patients in 2017 to current enrollment of 32 as of October 2019. Increasing enrollment in the future is limited by access to behavioral health services. To be eligible for the program patients must have a mandatory initial behavioral health assessment. In addition, behavioral health addiction counseling sessions are provided both in individual and group settings for all participants.
- **Community Engagement – Legislative Community Meeting Presentations:** In September 2019 Clinic Leadership was asked to present information and data on MTC provider prescribing trends of opioid and other high risk medications. Community engagement is an opportunity to provide transparent communication regarding important healthcare issues in the community. The Legislative Community Meetings held in Keshena and Neopit were well attended by community members.

The primary activity by the Clinic Quality Manager for the last 12 months has been preparation for the AAAHC triennial on-site survey. The process for accreditation never really stops but the activity level really picked up as we got closer to our survey. Some of the core activities include the following: Regular planning meetings with the AAAHC, Multiple reviews of records or documentation, Application for Survey, Final survey arrangements & Post survey response.

Other duties included providing data from the EPIC system (electronic health record) for a wide variety of clinic functions including monthly reports, improvement projects and compliance measures. Many of the reports are regularly scheduled and consistent throughout the program year. Other reports are a one-time data pull or are only needed quarterly or once a year. These data sets include:

- Monthly reporting for Medical, Optical and Contract Health
- On-going improvement projects: OB care, No-show rates, Access to appointment issues, Schedule II drug prescribing
- Provider evaluations
- Prescribing patterns
- Imaging turn-around performance
- Sexually transmitted disease rates
- Vaccination rates
- Required data for grant reporting

BEHAVIORAL HEALTH SERVICES

The Behavioral Health Services Department (BHSD) is an outpatient mental health program certified by the State of Wisconsin. Last certification was approved in February 2019 for a two (2) year period. The department offers outpatient services such as evaluations, assessments and psychotherapy using a range of treatment modalities. Individuals requesting services are seen for individual, couple or family counseling. Limited services are also offered at the MISD Student Health Center through a referral system initiated by staff at KPS, MIMS and MIHS. Those services are based on student needs and complexity in collaboration with the MISD school counselors. BHSD also collaborates with the Medical Department in providing assessment and counseling services to individuals participating in the Clinic suboxone program. Some of the reasons individuals seek services in the BHSD include depression, anxiety, grief, family

difficulties, relationship problems, trauma, parent-child difficulties, school difficulties, and court ordered services.

Three (3) new positions were developed to better meet the needs of the department. The Mental Health Technician works directly with the CSP clients. The Psychiatric Case Manager- Registered Nurse works directly with the clients receiving psychiatric services. The Psychotherapist In-Training will provide clinical services under the supervision of one of the department's Licensed Professional Counselors or Licensed Clinical Social Workers. We are recruiting to fill this position and we continue to recruit to fill the vacant Psychotherapist position.

The present staff consists of four (4) Master's level Psychotherapists (2 are Licensed Professional Counselors and 2 are Licensed Clinical Social Workers), one (1) Case Manager, one (1) Community Support Program Professional, one (1) Mental Health Technician, three (3) consulting Psychiatric providers, a Registered Nurse and two (2) support staff. The department hired a full-time Psychiatric Mental Health Nurse Practitioner who will begin providing services in December 2019. Consulting psychiatrist, Dr. Fischer and consulting Advance Practice Nurse Prescriber, Lonna Taylor will be ending their contracts in January 2020. Dr. O'Neill will continue to provide part-time psychiatric services. All full-time providers are certified by the State of Wisconsin Department of Safety and Professional Services for providing mental health services. All providers are certified for third party billing purposes.

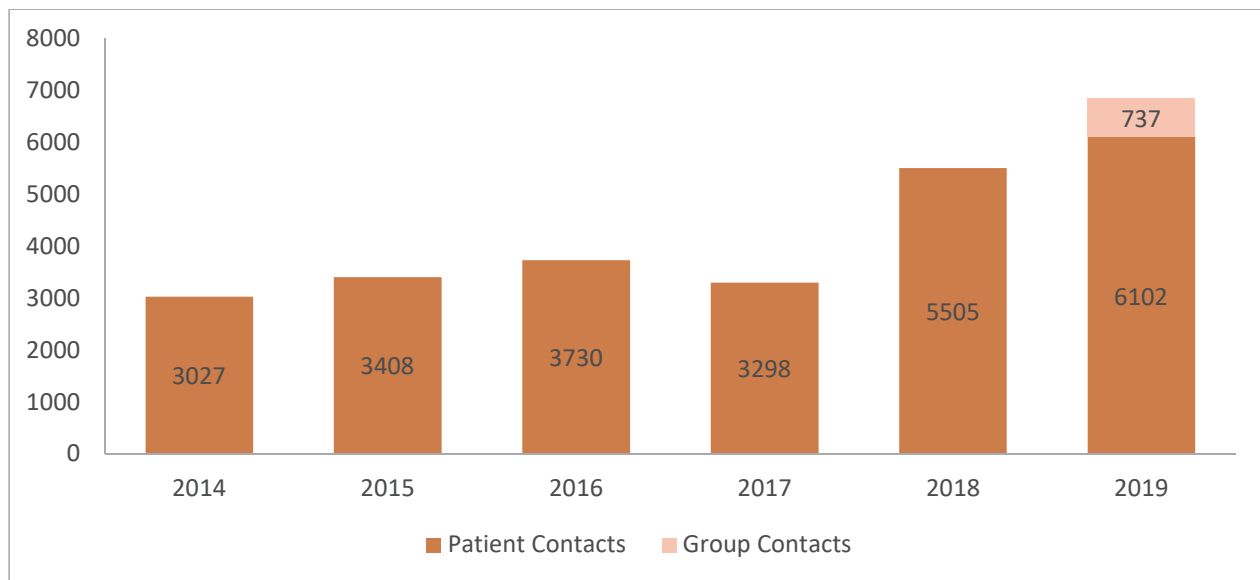
The 2019 Behavioral Health Patient Satisfaction Survey included questions related to assessing suicide risk. Some clients indicated providers were not discussing suicide when they thought it should have been discussed. So, as part of the BHSD's commitment to achieving Zero Suicide a short suicide risk questionnaire is being given to every client at every visit. This began on July 1, 2019.

The BHSD understands it is important to provide services in a timely manner so we continue to offer Intake appointments on a walk-in basis every Thursday afternoon. Those individuals are then seen by their BHSD clinical provider within a week of intake. We also continue to allow exceptions to the process, such as clients being discharged from an inpatient psychiatric facility, MISD and Tribal School referrals or jail referrals. These clients are scheduled for an intake within the same week. On average, seven (7) intakes are completed each week.

The BHSD Patient Satisfaction survey was conducted between October 1st, 2018 – February 15th, 2019 with 219 surveys completed.

Agree/ Strongly Agree	
Able to schedule appointment within a reasonable timeframe.	87%
Contacts with office staff were positive.	97%
Felt like equal partners in their care/treatment planning.	94%
Provider's office felt safe, comfortable and inviting.	98%
Felt safe in the BHSD.	95%
Would recommend BHSD to others.	92%

Below is the number of patient contacts for the years 2014 through 2019. The 2019 stat reflects the number of patient contacts between October 1, 2018 and September 30, 2019. Total patient contacts were **6,102**. This does not include the number of participants who attended a Suboxone group since it began in December 2018. There have been a total of **737** participant contacts for Suboxone groups so far.



BILLING DEPARTMENT

The Billing department is responsible for billing patient services and posting payments for all billable departments within the Menominee Tribal Clinic by utilizing computerized billing/accounts receivable software that is tied to the Clinic electronic health record systems that are used throughout the facility. The department also serves as the central cashier by collecting and receipting personal payments on patient accounts, date of service fees, eyewear, contacts, and selling Over the Counter (OTC) medications. The patient registration component of the department is responsible for registering all new and existing patients accessing clinic services by verifying Tribal enrollment and updating any changes to address, phone numbers, and health insurance coverage each time a patient utilizes the clinic. The staffing plan of the department includes the business manager, billing office technician, patient registration coordinator, cashier/accounts receivable technician, four (4) billing specialists, four (4) coding specialists, and five (5) patient registration specialists.

Patient Registration registered a total of 94,366 patients during the reporting period for a daily average of 384 patients per day for an average of 96 patients at each of the four workstations. That average is up from the previous year of 378 per day.

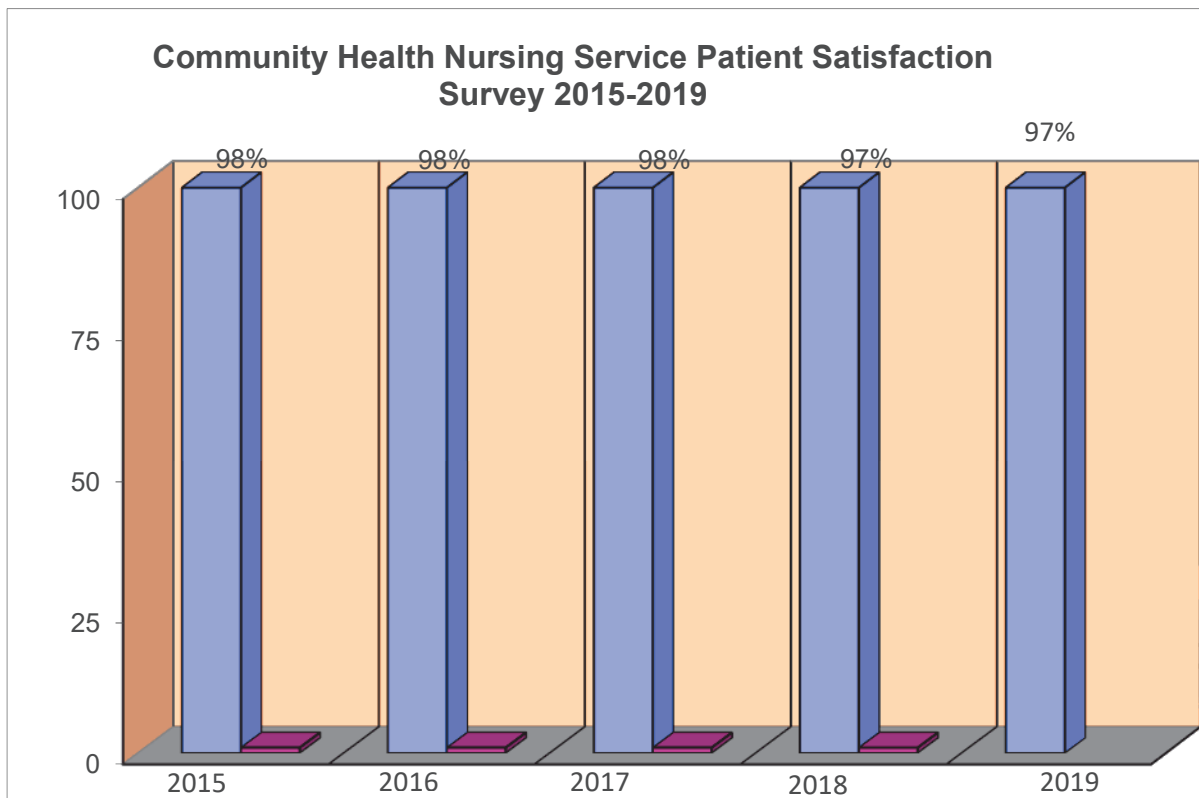
For the reporting period the billing staff processed \$22,271,285 in gross charges which is an increase from the previous year of \$2,237,807; these charges reflect those that are billable to a 3rd party source and those that are not. The increase is mostly due to the addition of three (3) medical providers (October and November, 2018; September, 2019) and one (1) new dental provider (August, 2019), as well as the addition of ultrasound services (November, 2018). For the reporting period 74% of the charges had a billable 3rd party source (insurance) and 26% did not which resulted in an automatic write-off for Indian Health Service (I.H.S.) eligible patients. After claim adjudication by the payer, our collection rate for the reporting period was 53% leaving us with an adjustment rate of 21% as we do not balance bill amounts not paid by insurance to our I.H.S. eligible patients. Our collection rate decreased and our adjustment rate increased when compared to the previous year; these two rates are impacted by changes to insurance plans, contractual obligations under any agreements, and what is covered under a particular plan.

Our staff continues to stay current with transactions in three (3) different practice management/billing systems which directly impact the Clinic accounts receivable and Clinic revenue. The accounts receivable ending balance as of 9/30/19 was \$1,702,252 and is a combination of all three practice management systems. Our accounts receivable balance increased when compared to the previous year. Cash receipts collected totaled \$8,805,547 and represents an increase from the previous year. The Clinic generates revenue from billing for services for patients who have Medicare, Medicaid, insurance through their employers, self-pay patients, eyewear, contacts, and OTC sales.

COMMUNITY HEALTH NURSING SERVICES

The Community Health Nursing Service (CHNS) provides a variety of services within the clinic and out in the community. The staff comprises of four (4) BSN RN's, one (1) RN BSN MS (that is providing Care Coordination for MTC patients, also working with the Aging Division), one (1) program assistant, and one (1) receptionist.

CHNS nurses provide nursing services in patient's homes. Referrals for these services come from MTC doctors and outside hospitals and clinics. Requests also come from patients and family and are assessed for what is needed. Collaboration with other agencies and programs are utilized when needs indicate. RN's case manage the skilled nursing visits of this and on average assists 70-80 individual clients a month with a total of 4,227 visits made over the past year.



The Immunization Program oversees vaccine use within the clinic. Vaccine used to immunize children primarily comes from the state of Wisconsin's Vaccine for Children's Program. A small inventory of vaccine is purchased by the clinic to immunize children who are not eligible to receive VFC vaccine. Adult

Vaccine is purchased by the Clinic. Vaccines given are documented in the clinic record and onto the Wisconsin Immunization Registry. Walk-in services for Immunizations are available through the CHNS Department at all times. CHNS nurses partner with the Menominee Indian School District school nurse to provide vaccine to children identified to be behind the required schedule for school attendance. This is done at the schools once parent consent is obtained. A CHNS nurse also reviews the immunization records for the Menominee Tribal School and vaccinates children found to be behind, once parent consent is obtained, at the Menominee Tribal School. A total of 7,211 vaccines were given to 5,615 patients.

Health checks are available to children 3-18 years old; 59 children were seen for health check at the clinic. Appointments are scheduled on Tuesdays and Thursdays but parents can discuss seeing someone the same day, if staff is available. Health checks were done on 167 children at the Head Start in October with CHNS, optical, dental, and nutrition department staff participating. Overall this was helpful to the clinic departments and the Head Start to get the bulk of the children screened within the timeframe of the Head Start guidelines.

Medication management for patients with Chronic Mental Illness is provided in Collaboration with Menominee County Health and Human Services, Community Support Program Staff and MTC CSP staff. We are presently assisting 15 clients with this weekly.

Skilled nursing services are provided to Menominee Tribal Jail as requested. Inmate's needs are evaluated and appointments made when indicated; 171 inmates have been assisted with health concerns.

Influenza vaccines are available during flu season through the Medical Department and CHNS Department. Influenza vaccines are also given at the worksites in the community. A total of 2,175 flu vaccines were given for the 2018-2019 flu season.

Community Health nurses are responsible to follow-up on communicable diseases reported by MTC Physicians and in Menominee County. Shawano County Public Health Department joined with Menominee County Public Health. CHNS nurses are working cooperatively with the Shawano Co. Public Health to provide these services and ensure proper follow up of Communicable Diseases Occurs. Chlamydia is the most common reported disease. To date there have been 48 cases of chlamydia reported.

HIV/AIDS Prevention and treatment services are provided using state grant funds. Quarterly meetings are held in Lac Du Flambeau at the Great Lakes Intertribal Council (GLITC) with other Tribal coordinators. Melissa White, RN sets up a number of HIV/AIDS/STD presentations at the School, College, and other community sites on prevention of the disease and treatment available for those infected. Rapid HIV tests were provided by AIDS Resource Center of Wisconsin at the Native American HIV/AIDS Awareness Day Powwow on March 20, 2019. This past year four (4) patients have been assisted with case management services, linking them to resources and infectious disease doctors through the AIDS Resource Center of Wisconsin.

The Program Assistant takes care of the purchasing for the Department as well as AIDS, Health Promotion/Disease Prevention, Immunization Program and department. She assists with the Health checks, car seat distribution, managing the loan closet supplies and helps staff with community events.

Car seats and booster seats were given out for children newborn to eight (8) years old who meet the criteria of Menominee or descendent and that live within the Contract Health Delivery area. Tina Shawano and Kim Hill are certified car seat technicians, Renata Maulson assists with the car seat program. This year a total of 75 car seats were provided to eligible children.

Rural Infant Health worker attempts to visit high risk newborns on the Reservation. Information is presented on baby safety, car seats, and immunizations, well baby visits, and feeding habits; weight checks are done. High Risk infants are discussed with the doctors and RN's and referred to the Birth to Three programs at Menominee County Health and Human Services. If respite care is needed they are referred to MCHS. Post-natal questionnaires are performed on mothers; those with issues are referred to the Behavior Health Department. Comprehensive Home Visitation grant from Healthy Families America Initiative targets teen parents and their children.

CONTRACT HEALTH SERVICES

Program Eligibility: Eligibility for CHS is based on requirements according to established Federal Guidelines 42 CFR 36.23. Effective October 1, 2008, Contract Health now requires paperwork, such as enrollment verification and proof of residency within the Contract Health Service Delivery Area, to be on file before eligibility can be established or payments can be authorized.

The Menominee Indian Tribe requires individuals to participate in employee health insurance if insurance is available. By not taking insurance from work, patients make themselves and their families ineligible for Contract Health Services.

CHS is a payer of last resort as defined under 42 CFR 36.61 and is used when there are no other resources available. The CHS program is not an insurance program, nor should it be used in place of one.

Every year, the availability of funding for the Contract Health Program, determines the level of medical and dental care that can be provided. Contract Health Services has been able to provide Payment for Priority I: Emergent/Acutely Urgent Care Services and Priority II: Preventive Care Services. The medical priority is determined by clinical information such as condition of patient, rate of deterioration, potential morbidity of the patient, and expected outcome from treatment. Priority levels are:

CONTRACT HEALTH PRIORITY LEVELS:

PRIORITY I: EMERGENT OR ACUTELY URGENT CARE SERVICES; Diagnosis and treatment required to prevent immediate Death or serious impairment of health. Diagnosis and treatment of injuries or medical conditions, if left untreated, would result in uncertain but potentially grave outcomes.

Examples: Heart Attack, Fractures, Chemo and Radiation Therapy, Sepsis, Cancer

PRIORITY II: PREVENTIVE SERVICES: Primary health care that is aimed at the prevention of disease or disability. This includes services proven effective in avoiding the occurrence of a disease and services proven effective in mitigating the consequences of an illness or condition. **Examples:** Cardiac Stress Test, Medications not available at Clinic, Audiology screening, routine mammography, PAP tests and colonoscopy.

PRIORITY III: PRIMARY AND SECONDARY CARE: Inpatient and outpatient care services that involve treatment of prevalent illnesses or conditions that have a significant impact on morbidity and mortality. **Examples:** Cataracts, Rheumatology, Neurology, Dermatology, Cholecystectomy, Endocrinology.

PRIORITY IV: CHRONIC TERTIARY CARE AND EXTENDED CARE SERVICES: Treatment of chronic conditions that have a less impact on morbidity and mortality. Treatment is elective and high cost. **Examples:** Hip and Knee replacements, Pain programs, Neurosurgery.

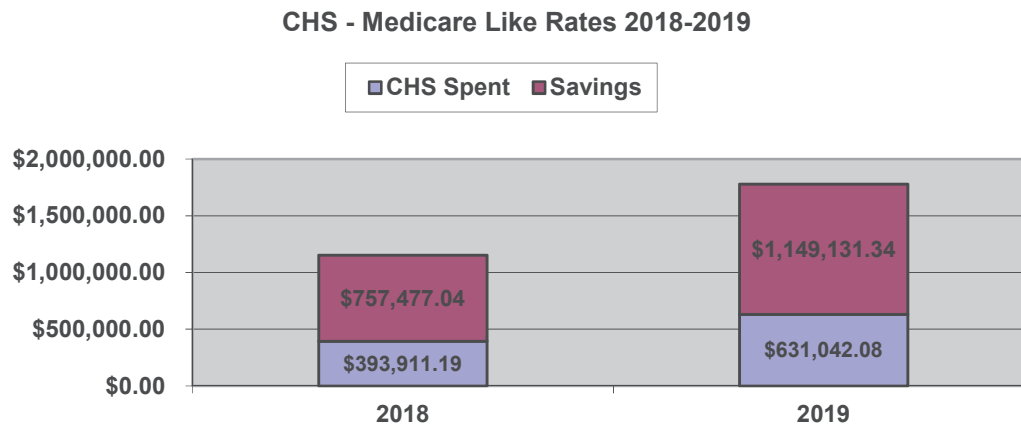
PRIORITY V: EXCLUDED SERVICES: Services that are considered cosmetic, experimental, or have no proven medical benefits. **Examples:** Services not covered by Medicare/Medicaid, Orthodontist, Lasik surgery, extended nursing home care and bariatric surgery.

Patients, who meet the eligibility criteria, but the Medical/Dental Care are not within the current CHS Medical Priority, may proceed with referral and assume responsibility for payment. Patients were not required to be on a wait list in 2019, deferred referrals put through immediately.

Deferred Care: Contract Health received \$375,000 for Deferred Medical Care and \$75,000 for Deferred Dental Care. Four hundred ninety-eight (498) patients were helped under deferred care in 2019. Deferred Care is those services which have been requested by referral from a physician but Contract Health is unable to fund payment because it is not within Medical Priority. In order to be eligible for Deferred Care funding you must be Menominee.

Examples of deferred referrals are: Allergy, ENT, Ophthalmology (cataract), Orthopedics, Pulmonology, Radiology (MRI, CT), Rheumatology, Pain Clinic, Dermatology and Hearing aids.

Medicare Like Rates: The Medicare Modernization Act of 2003 included a provision (Section 506) requiring hospitals that participate in Medicare to accept Medicare Like Rates as payment in full when providing services to individuals under Contract Health Services Programs. We are able to use Medicare Like Rates on all Hospital Claims for the 140 patients we served with no insurance. CHS submitted 432 claims to Forest County Potawatomi Insurance Department for repricing.



Medicaid Eligibility Changes: On April 1, 2014 Medicaid was opened up to the large population of childless adults. CHS continues to screen individuals who use MTC for their primary care. In a joint effort with Menominee Tribal Community Resource Center we were able to get 101 childless adults on active Medicaid this year.

Audiology: CHS is now responsible for scheduling patients for hearing tests and hearing aids at Aurora BayCare in Green Bay. This service is being provided under Deferred Care funds which means only Menominees are eligible for this service. One hundred twenty-four (124) referrals were written and 73 approved by CHS; 22 patients have received hearing aids. This arrangement has worked out well for our patients. We have coordinated patient transportation with Menominee Transit to help with the extra travel required. The hearing aids our patients receive should last for five (5) years.

Pediatric Dental: CHS helped 143 children with pediatric dental care. These children were sent to Dental Haven and Thedacare Medical Center – Shawano with CHS paying \$414,244.27. The addition of Thedacare Medical Center – Shawano is a new location for CHS patients; this service is being provided by MTC pediatric dentist Dr. Kwarcianny. This is a cost savings for CHS as we don't have to pay doctor fees because Dr. Kwarcianny is an employee of MTC.

Tribal Health Sponsorship: The Affordable Care Act allows tribes, tribal organizations and urban Indian health organizations to pay for health coverage premiums on behalf of American Indians. MTC has agreed to pay for Marketplace health insurance premiums for individuals meeting criteria. Due to the lack of plans available in Menominee County CHS did not sponsor any patients in 2019.

Benefit Specialist: The benefit specialists process all referrals that are created by our Medical, Optical and Dental providers. We average 546 referrals per month in CHS office along with screening our patients for eligibility; the benefit specialists also assist patients with finding alternate resources of payment for medical bills. Examples of these programs include: Medicaid, Family Planning, Wisconsin Well Women's and Medicare programs. Applications are given to patients to be filled out and taken to CRC for processing, we work together with CRC to make sure these patients are activated and backdated whenever possible.

The Benefit Specialists assisted 66 elders with filling out the SeniorCare applications and renewals. Contract Health paid the \$30 annual application fee for all enrollees. SeniorCare is a state program designed to assist elders with prescription drugs.

The Benefit Specialists assisted four (4) patients with filling out applications for Patient Assistance Drug Program for expensive medications not available through our pharmacy. Forty-nine (49) referrals were made to the Tribal Elder Benefit Specialist to assist with Medicare Part A, B & D issues. Three (3) referrals were made to Social Security Disability and two (2) have been approved.

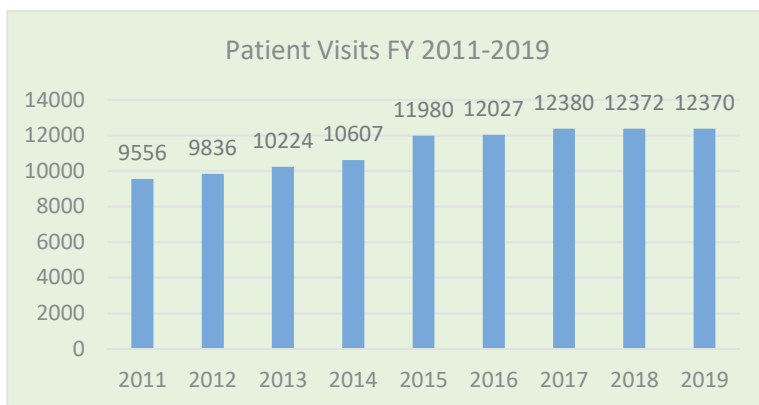
We also work with the Great Lakes Tribal Benefit Specialist as we identify patients who may be eligible for Disability programs. Currently the Tribal Benefit Specialist comes to the Menominee Reservation to meet with our patients in their home or at the Menominee Tribal Clinic.

Insurance Programs and Contract Health: We also refer Employees to their employee sponsored Insurance programs. Some employees elect to drop insurance or not participate because of the cost. Their perception is that the Tribal Clinic will take care of all their medical bills, oblivious to the fact that by not taking the insurance, they will be ineligible for Contract Health Services. Benefit Specialists assist with Insurance questionnaires so medical bills can be paid. Contract Health will not pay medical bills if insurance denied payment because a questionnaire was to be filled out.

Remember! Please call Contract Health Services with all appointments, scheduled surgeries, rehab orders, medical equipment, or anything pertaining to the approved referral. Each referral is approved for a certain provider and number of visits so it is important to keep our department informed as it may be necessary to get another referral. Bring all bills and statements you receive to Contract Health so we can follow up on payment. ER visits must be called in within 72 hours for consideration of approval, elders are allowed 30 days.

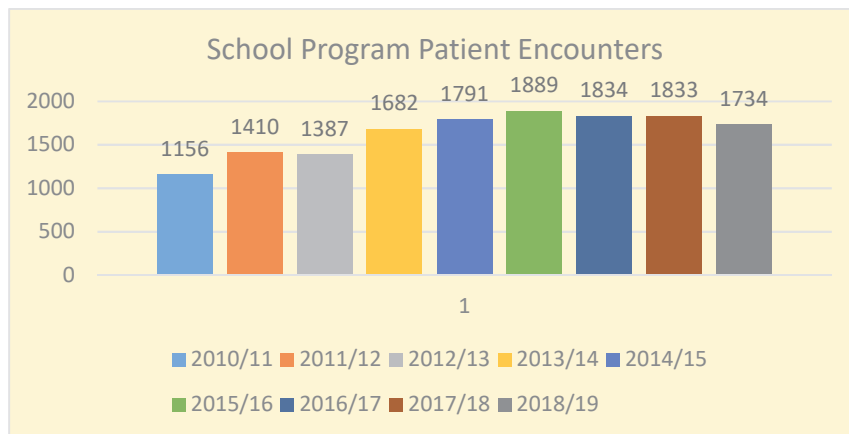
DENTAL CLINIC

The Dental clinic provides a full range of dental services: cleanings, fillings, crowns, bridges, extraction, dentures, and a variety of other services. We have a full-service dental laboratory that produces over \$400,000 a year in services for the Menominee Tribe. We have eight (8) general dentists, one (1) full-time pediatric dentist, a part-time endodontist, part-time pediatric dentist, and a part-time oral and maxillofacial surgeon. There are four (4) dental hygienists and one (1) dental program director.



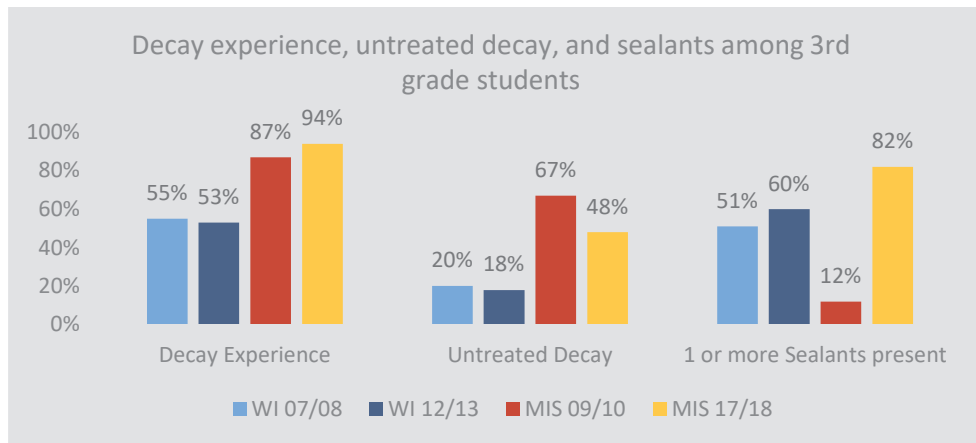
There were 2,560 no-shows in FY 2019 and 2,557 walk-in patients.

We continue to provide dental services at the Keshena Primary School, Middle School and Tribal School. The children are provided with all of their preventive care at the schools and the pediatric dentist sees the children for exams and treatment plans. This also allows us to follow “Trauma Informed Care” principles by allowing the children to stay in a familiar environment for much of their dental care.



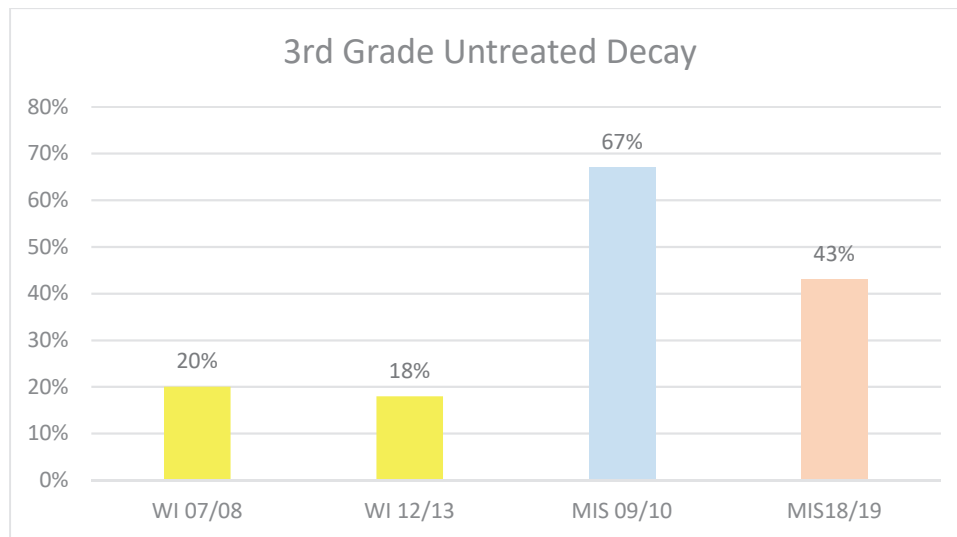
Each year we examine Head Start and Daycare children. The children get fluoride varnish treatments at the centers three (3) times a year. We had 1,360 patient encounters in the 0-5 year old age group in FY 2019. The Medical Department offers fluoride varnish treatments at well-child visits and the WIC department offers oral health education to mothers and assists them with scheduling appointments for infants. Oral health education is provided to a variety of groups in the community including local schools, Head Start, health fairs and the annual diabetes conference.

Since the start of the school program there has been a 25% reduction in the severity (lower decayed/missing/filled). We have had 19% reduction in untreated decay among 3rd graders. Our preventive sealant placement numbers far exceed the Wisconsin numbers.

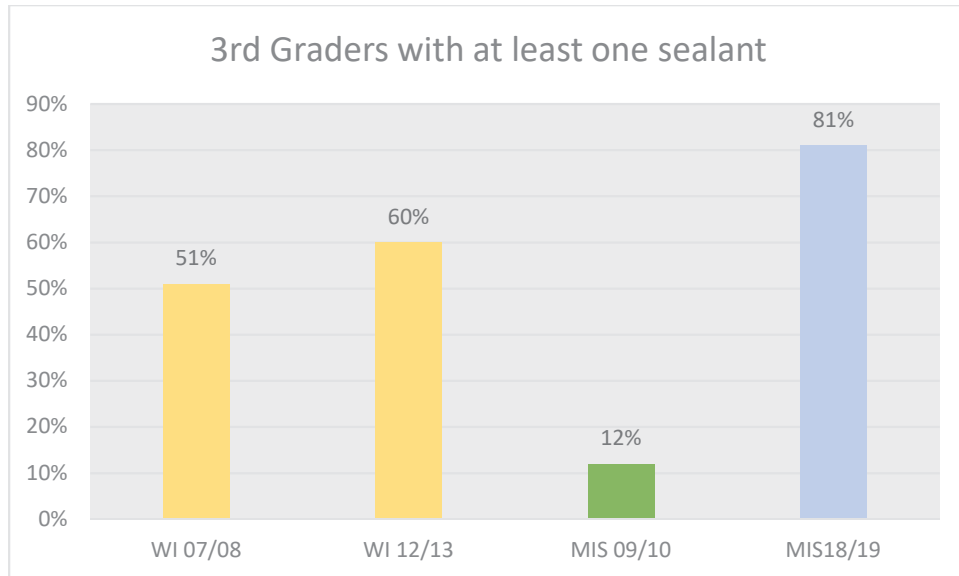


WI= Wisconsin, MIS= Menominee

For our small children with a severe number of cavities we have expanded our ability to provide hospital operating room treatment, Dr. Don Kwarcianny has begun seeing patients at Thedacare - Shawano. We still have additional services from First Impressions and Dr. Hernandez.

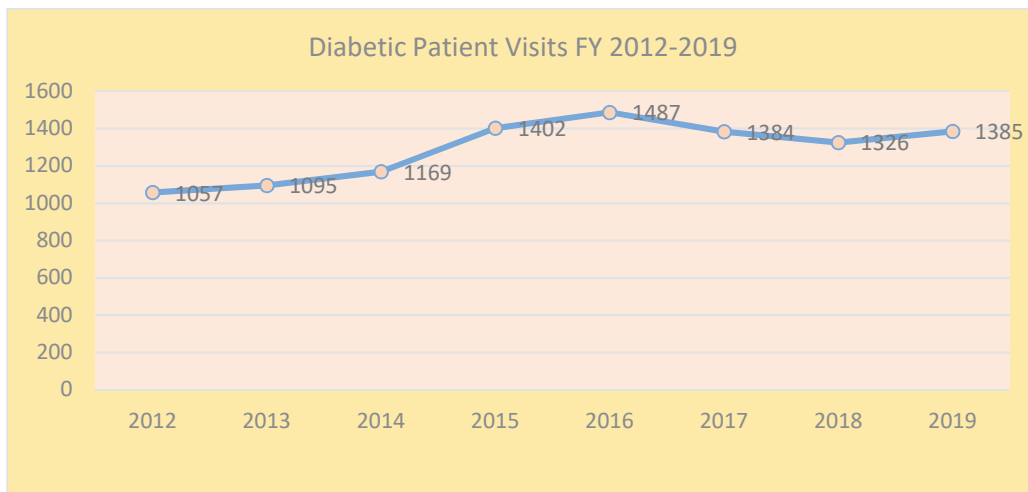


WI= Wisconsin Surveys, MIS= Menominee Schools. We have had a 24% drop in untreated decay Since we started in 2009.



Our rate of sealant placement for prevention is well ahead of the state percentages. When we started in 2009 is was well behind Wisconsin state.

We work with the diabetic program to provide oral health education and treatment to diabetic patients. In FY 2019 we had 1,385 diabetic patient visits.



We do a survey of patient satisfaction every summer and we continue to have strong positive responses:

Dental Clinic Patient Satisfaction Survey: September 2019

% Agree

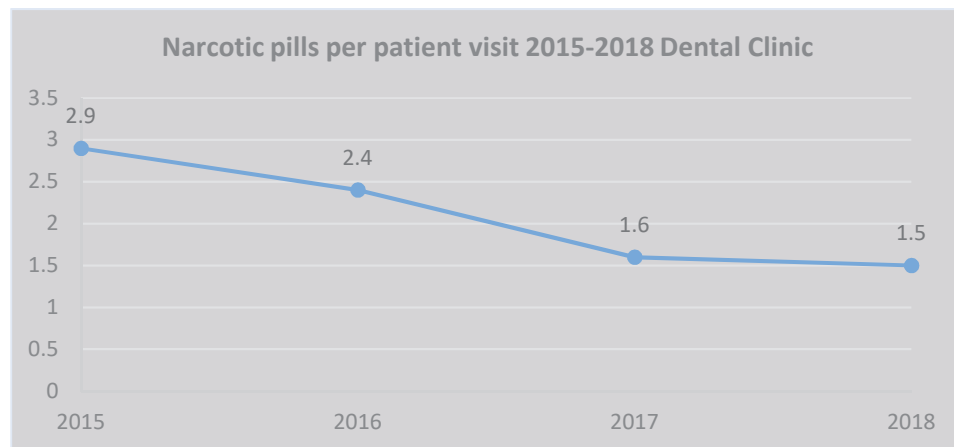
Survey Year	2019
1. I can be seen at the clinic when needed	100
2. I can make an appointment when needed	98
3. I am not kept waiting too long in the waiting room	98
4. I am satisfied with the care I receive	100
5. I am satisfied with the way I am treated by the assistants	100
6. I am satisfied with the way I am treated by the hygienist	100

7. I am satisfied with the way I am treated by the dentist	100
8. The receptionist is courteous and helpful	100

In 2020 we will continue with our programs for children that are showing good results and look for ways to make them better. We will continue to collaborate with the community, the schools, medical, WIC and diabetes programs to provide effective preventive programs.

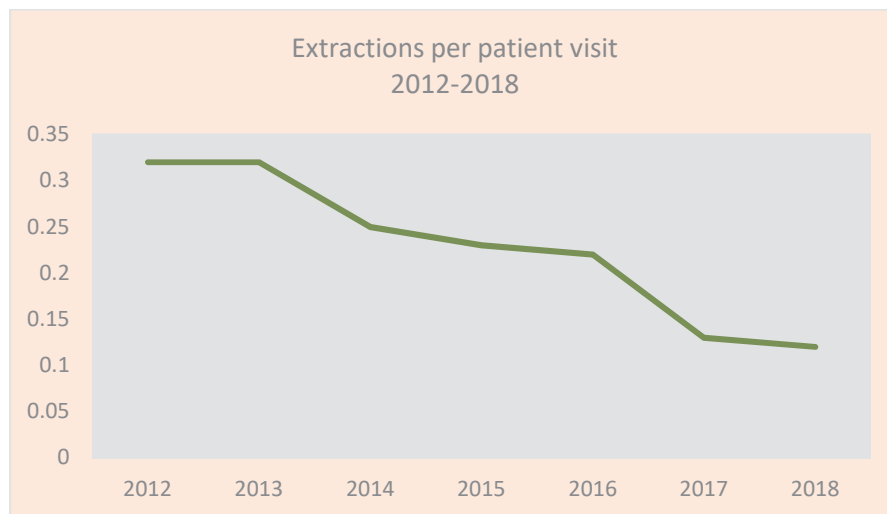
Since 2015 we have worked to decrease the number of opioids we prescribe.

- Use the Wisconsin PDMP to monitor patient use.
- Prescribe more NSAIDS (e.g. Ibuprofen) for patients who can take them.
- Prescribe fewer opioids in each prescription.



48% Drop in the rate of pills prescribed since 2015. The data for 2019 is not yet complete, but after three (3) quarters the pills prescribed are about **40%** below 2018

Most of the MTC prescriptions are given after extractions (pulling teeth)



We've decreased the rate of tooth extraction by **38%** since 2012.

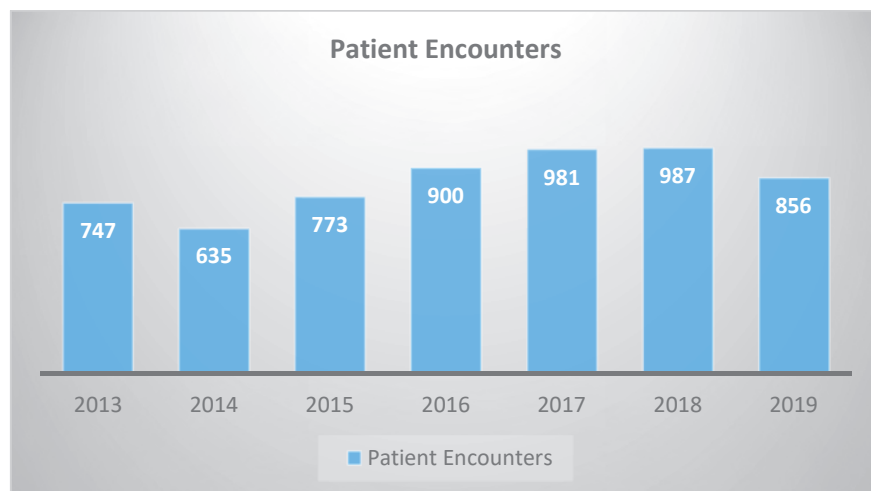
We will continue to work to decrease the amount of opioids prescribed through a combination of patient/provider education and preventive programs.

SPECIAL DIABETES PROGRAM FOR INDIANS

The Diabetes Program at Menominee Tribal Clinic provides a variety of services to the Menominee Community. These services are offered to all tribal members, their families and tribal employees. The services include physical activity events, educational conferences, nutrition counseling, cooking classes, podiatry services, smoking cessation, one on one and family appointments as well as group education.

The Diabetes Program at Menominee Tribal Clinic, through the Special Diabetes Program for Indians Grant, provides testing supplies to community members, podiatry services and optical and dental supplies to assist with patient care in these departments. The program is also able to assist the pharmacy in purchasing one of the newer medications to help lower blood sugar in this population. Numerous educational and physical activity events are also sponsored. This grant funding will end in December of 2020.

There are currently 883 people on the Diabetes Registry with four (4) of those patients being under the age of 18. The Diabetes Educator, the Fitness Specialist and the Health Promotion Specialist have had 856 patient contacts collectively in the last year. The contracted podiatrist that comes to the clinic two (2) days per month sees on average about 25 patients per month.



The Diabetes Team at the clinic works closely with the Clinic's Wellness Team, Community Health Department, and the WIC Department with community events. The Diabetes Team consists of the Diabetes Nurse Educator, the Fitness Specialist, the Health Promotion Specialist, a Registered Dietitian, two (2) Optometrists, a Dental Hygienist and the CHNS Director. The Diabetes Team staff provides care and understanding to our patients in a compassionate way making sure they have easy access to our services. Our department motto is "kindness matters" and we help each other to understand "where our patients are coming from" and how we can better assist them and help them feel comfortable with us. All staff of the Diabetes Team continues to seek out or attend trainings and education on Trauma Informed Care through Tribal presentations or educational webinars. In 2019, two (2) members of the Diabetes Team were asked to present information at an Indian Health Service National Diabetes Conference on the steps the Tribe is taking to become a Trauma Informed Community.

The Diabetes Nurse Educator and the Fitness Specialist continue to spend time in the Medical department to provide easier and faster access to patients. This allows better access for patients so they do not have to make a second trip to the clinic to see ancillary staff.

The Diabetes Program collaborates and has MOUs with most tribal programs. We provide presentations for outside facility staff members and clients and assist Tribal entities with community events if they request help. The Diabetes Program is involved in improving the health and wellness of the Menominee Community. The Health Promotion Specialist is a member of the Fostering Futures Project and the Community Engagement Committee. The Fitness Instructor is a member of the Community Engagement Committee, the Youth Providers Committee and the Menominee Wellness Initiative.

An annual patient satisfaction survey is given to patients of the Diabetes Program at educational events, at clinic appointments and also via the U.S. Postal system. Of the people surveyed, 75% felt their overall satisfaction of the Diabetes Program at Menominee Tribal Clinic was excellent. Suggestions for improvement are always reviewed, considered and implemented if possible. We used a different grading scale this year for the survey and this may be why the rate is lower.

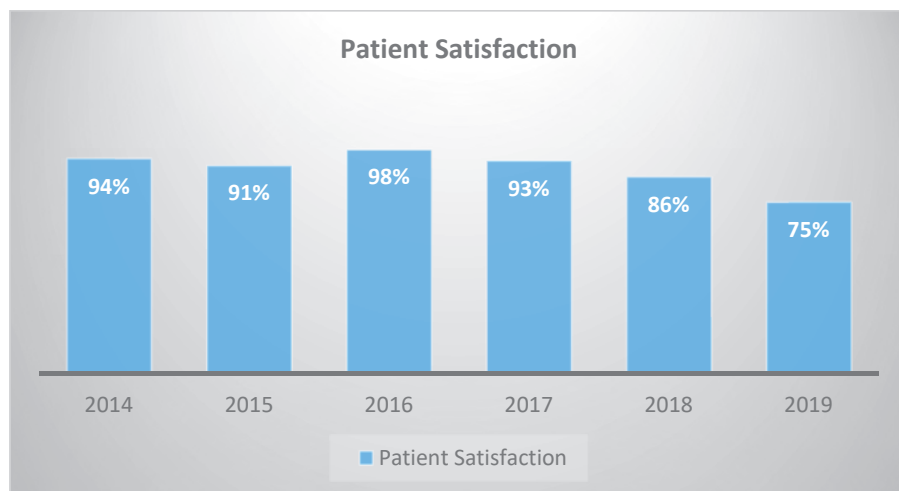


Chart audits of Diabetes patients are completed annually for Indian Health Service so they may provide a report for Congress on this grant funding. This audit information is also reviewed by the Diabetes Committee for continual program improvement. In the last year, patients who have an HgbA1C in the <8% range (which is considered optimal blood glucose control) has increased from 54% to 59%. Blood glucose control in this range has been shown to improve health outcomes and decrease rates of complications for people with Diabetes.

The Fitness Specialist along with one other clinic staff member provides a Senior Group Exercise Class at the Rec Center two (2) days per week. Although the average attendance is six (6) participants, it is a very successful class showing improvements in strength and flexibility of the participants.

The Fitness Specialist works with the schools providing additional physical activity during an afterschool program. Along with the exercise, he includes education on Diabetes prevention topics such as healthy eating, staying active and avoiding non-healthy behaviors like smoking and drug use. He has developed a good rapport with the children.

EMERGENCY MEDICAL SERVICE

The Menominee Tribal Rescue Service provides Basic and Advanced Life Support level 1 Services. Technicians provide assessment and care of the ill or injured patient. The Advanced Technician provides an advanced level of care as needed. Advanced care includes initiation of IV (intravenous) lines, and administration of specific medications beyond those the EMT Basic is allowed to administer. All of the Emergency Medical Technicians (EMT's) on the Menominee Tribal Rescue Service are licensed by the State of Wisconsin and provide service in accordance with State Laws, Rules, Standards and Procedures, and Scope of Practice. Oversight of patient care aspects is provided by Dr. Keenan, the Service Medical Director.

The EMS department currently has four (4) EMT Basic and 13 Advanced EMT's of which five (5) are full time positions and 12 are part time PRN positions. New Basic EMT's will train and upgrade to the Advanced level within two (2) years of employment. We continue to recruit as needed each year to maintain a good level of staffing. Our total number of EMT's has gone down by four (4) this year. There is a national shortage of EMS workers and we have been working diligently to recruit new members from the community with Three (3) currently in an EMT Basic Class and several others who indicated an interest in taking the class starting in January of 2020.

The basic training received by all EMT's includes the well-being of the EMT, taking care of yourself in order to take care of others, medical/legal and ethical issues, anatomy, lifting and moving patients, airway management, medical and trauma patient assessment, vital signs, communications, documentation, general pharmacology, respiratory emergencies, cardiac emergencies, acute abdominal emergencies, diabetic emergencies, altered mental status, allergic reactions, poisoning and overdose emergencies, environmental emergencies, behavioral emergencies, obstetrics and gynecological emergencies, trauma including bleeding and shock, soft tissue injuries, musculoskeletal injuries, head and spine injuries, age related issues, ambulance operations, access and rescue operations, EMS response to terrorism, basic life support and CPR (Cardio Pulmonary Resuscitation) CCR (Cardio Cerebral Resuscitation), There is a wide range of specific skills learned within each of these areas.

Other ongoing training includes EMT refresher class, CPR refresher, annual advanced skills refreshers, squad meetings, various trainings, conferences and seminars.

Our EMT's perform 12-Lead EKG acquisition and data transmission to the hospital as part of our cardiac treatment guidelines. This greatly enhances the ability for the emergency room physician to recognize cardiac issues prior to patient delivery to the hospital and for planning treatment options when the patient arrives at the hospital. Several patients have received definitive care in a more timely fashion through use of the cardiac guideline, including diversion directly to a Heart Catheterization Lab when indicated through use of the 12 Lead EKG report. This past year we have been working with a consultant to increase the services ability to respond to and treat time critical diagnosis (stroke, MI and trauma) patients.

Other services provided to the community include: Ambulance and crew attendance at events such as the Menominee Tribal School fun day where we give tours and answer questions and at other local schools career day events, National Night Out Against Crime, the Tribal Daycare Fun Day and the St. Michaels Summer Festival where we offered EMS awareness information through a question and answer format and display, and an EMT speaker at the summer youth program training event. We provide a second ambulance and crew during the Menominee Nation Pow-Wow and summer youth Olympics, An ambulance and crew are also provided where an ambulance is required such as at high school football

games and cross country meets. We try to accommodate with attendance at community related meetings and trainings when requested and as time permits.

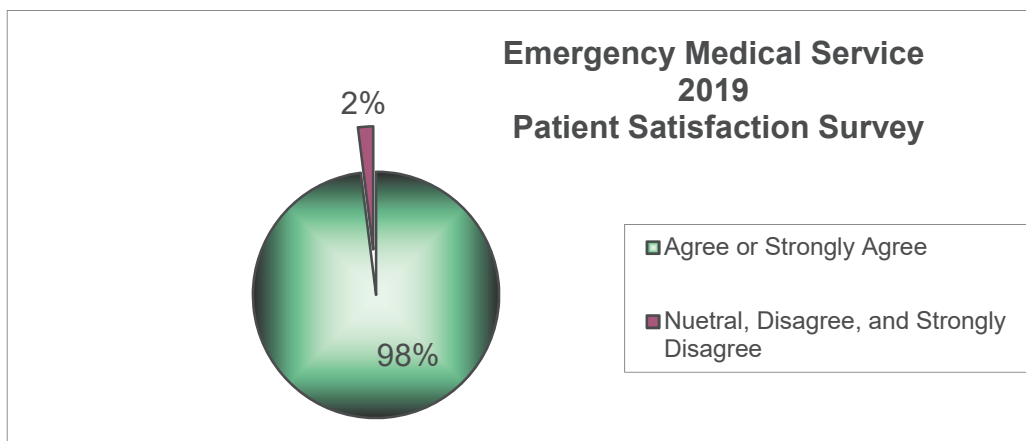
We are improving patient care by working in collaboration with the Tribe and various departments on the “Yācehtāwak” COAP/PAARI Program (Comprehensive Opioid Abuse Program / Police Assisted Addiction and Recovery Initiative) by attending regular meetings, attending trainings, and also by providing training on the use of Narcan. Other collaborative efforts include the Diabetic Care Coordination project, Zero Suicide Project, Code Adam Emergency Response project with the Keshena Primary School, and the Elder & Disabled Emergency Contact Listing project.

CPR/AED Training is provided to all Clinic employees during classes scheduled quarterly. CPR mask kits / equipment and Automatic External Defibrillators (AED's) are placed throughout the Clinic for use by employees in the event of a cardiac arrest.

An equipment replacement plan is in place to ensure that older equipment is replaced by or before the time it reaches the normal life expectancy. Some of the items in the plan include ambulances, power cots and power-load systems, stair chairs, and 12 Lead monitor/defibrillators. We are currently working on replacing an ambulance and the power cot and power-load system equipment scheduled for replacement in 2020.

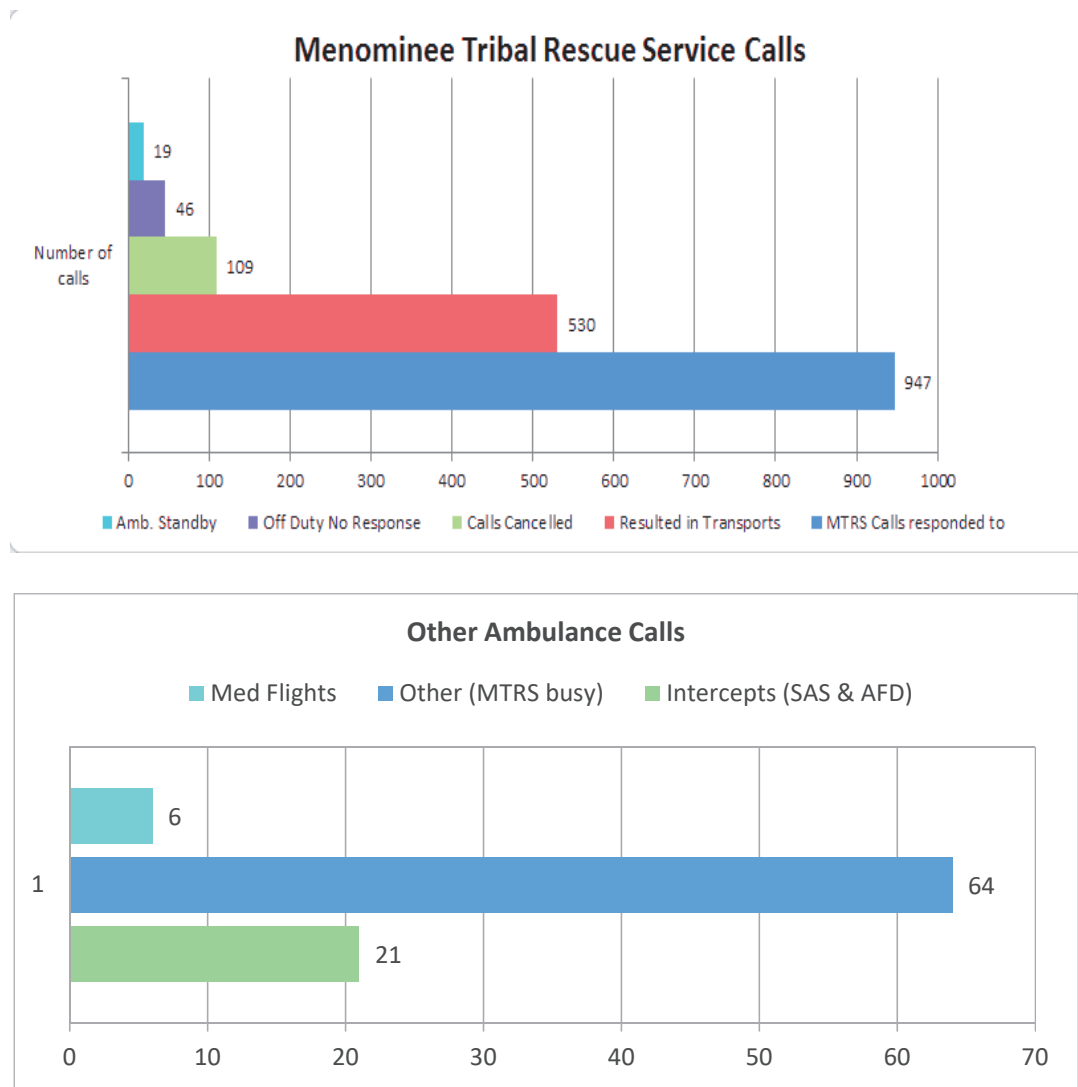
The power cots and the power-load system as well as the stair chairs continue to be of great benefit to our patients as well as our EMS crews. Powered cots and load systems are designed to handle a very heavy load which reduces the frequency of lifting injuries to our EMS crew and provides greater safety for our patients during handling and transport. Annual preventative and as needed maintenance are performed on this equipment.

Ninety-eight percent (98%) of clients using our services either agree or strongly agree that the ambulance crew was friendly, professional, and attentive, made them feel safe, and met their needs.

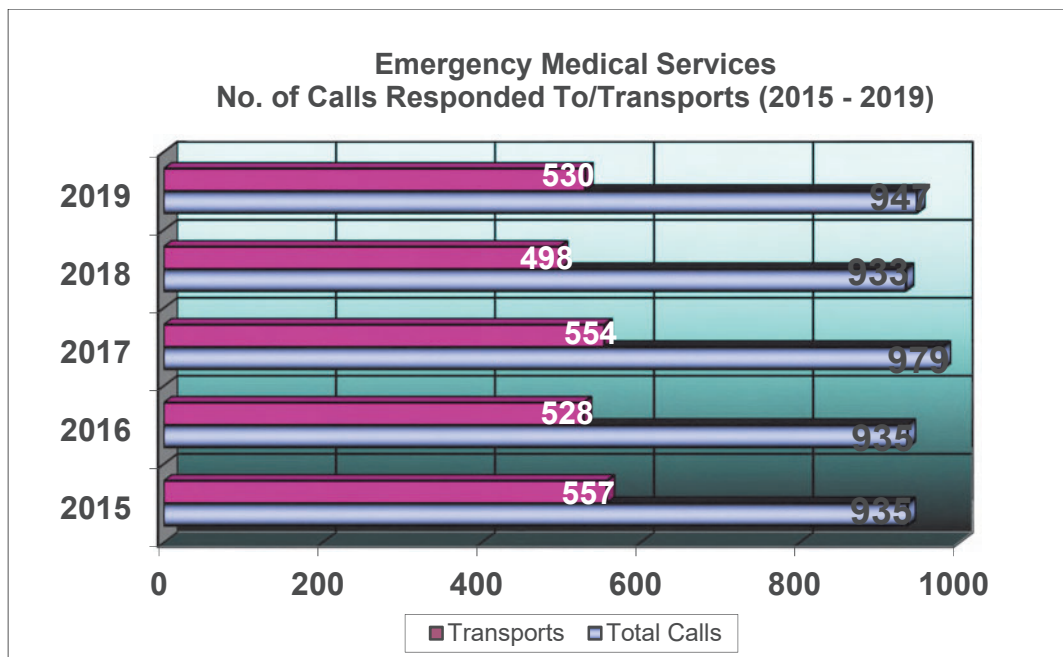


The Menominee Tribal Rescue Service responded to 947 calls and 530 patients were transported to a medical facility for definitive care. The remaining calls were not transported for reasons including an injury or illness not requiring a hospital emergency room visit, patient refusing medical care or transport, lift assist, calls cancelled or no patients found. Off Duty No Response calls while our ambulance is busy are referred to an outside ambulance service. Outside ambulance services were called upon 91 times for ambulance calls while our service was busy or for advanced life support Level 2 requiring paramedic

services. These outside calls included, 64 ambulance calls while our ambulance was busy, 21 ALS Level 2 ground ambulance intercepts and 6 medical helicopter requests. These statistics are illustrated on the following two graphs.



The following graph illustrates a five (5) year history of the number of ambulance calls responded to and the number of ambulance transports to a medical facility for definitive care.



EPIDEMIOLOGY

In 2019 MTC's Epidemiology department (Epi) worked in close collaboration with Tribal Administration on two (2) grants that specifically focused on data improvement and developing a care coordination plan between behavioral health providers and the tribal justice system. The data improvement grant was awarded to the tribe through GLITEC and contained flexible parameters that allowed the Epi department and Tribal Admin to pick data improvement goals that were in line with the tribe's strategic plan. The justice mental health grant was provided by the Department of Justice (DOJ) through the Office of Justice Program (OJP) and required the development of a community based gap analysis, long term strategic action plan, and participation in the international Crisis Intervention Training (CIT) Conference in Seattle Washington.

Following deliberation with Tribal Admin regarding the best use of the GLITEC funds it was decided that the funds would be utilized to pay for a contract renewal of the MOWR and to train tribal employees in Lean Six Sigma (LSS) methodology. Tribal requirements for LSS training were that employees would be able to sit for either green or black belt certification tests and the training take place on the reservation to save on travel expenses so that more employees could have access to the training. The Epi department was directed to select consulting organizations, and choose to sign training contracts with Six Sigma Development Solutions LLC. (SSDS) an ISSAC certified consulting organization. SSDS was selected by the tribe because they were able to provide onsite training at half the cost of their competitors and allowed for twice as many students to participate in the class.

The first full week of July the tribe gathered a dozen representatives from Tribal Admin, MTC, Head Start, Social Services, CMN, Lending, Emergency Management, and Maehnowesekiyah for LSS green belt training at the CRC. Tribal employees learned various six sigma tools. The green belt training also included an introduction into statistical analysis. Black belt training in August was a more in depth statistical training. The training allows the tribes employees to systematically analyses policies and procedures to look for better ways to streamline and improve processes.

DOJ funding was utilized at the end of August to take MTC employees from Epi, Behavioral Health and EMS to Seattle, Washington for the international Crisis Intervention Training (CIT) conference. CIT focuses on providing police and other first responders with an overview of different types of mental health disorders, and provides first responders with a framework for how to safely respond while responding to calls. Additional team members included employees from Tribal PD, Social Services, Conservation, Emergency Management, Tribal Courts and Crime Victims. Three days of training included: building a CIT program, Living with Bipolar, communicating with those in crisis, excited delirium etc. The training served as an introduction and spring board for the police force to begin CIT training for their entire department which was completed in October. At the time of this writing the gap analysis is being finalized.

INFORMATION TECHNOLOGY DEPARTMENT

The Clinic Information Technology (IT) Department is an internal services department that supports all departments within the clinic with computer hardware, software, telephone and networking needs.

The department supports numerous proprietary software programs unique to each department and specialty along with several medical devices that connect to the Clinic IT Network.

2019 saw the reintroduction of a Security Camera system. The previous system was no longer functioning and obsolete. A new IP Camera system with five (5) cameras and a server was installed. The main entrance and the Pharmacy areas are currently in operation and have been used a number of times to document incidents. The system is set for greater expansion in the coming year.

The following are a few of the new added features that the department implemented along with the respective department staff:

- Added new Voice Dictation system to five (5) Providers.
- Assisted Imaging Department with a new Ultrasound Implementation.
- Set up a Telemedicine station for Behavioral Health department for work with Liebertas Telehealth.

Primary Focus of the department is to keep all systems operational and functioning which we successfully did for the full year. Next year will begin several system upgrades that will keep all the departments functioning to the latest release levels for stability and security.

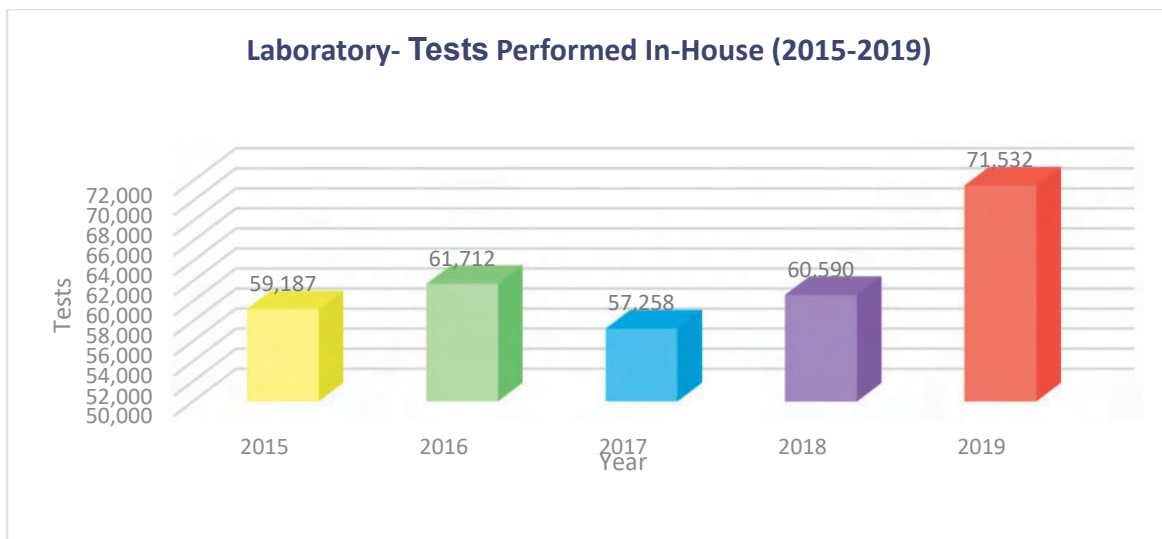
LABORATORY

The Laboratory provides timely and reliable diagnostic services to physicians and other healthcare providers for the benefit of their patients. The laboratory plays a crucial role in the detection, diagnosis and treatment of disease. The laboratory provides testing in the areas of Bacteriology, Virology, General Immunology, Routine Chemistry, Urinalysis, Endocrinology, Hematology, and new in 2019, Toxicology. Laboratory staff also processes specimens for referral to outside laboratories for tests not performed in-house.

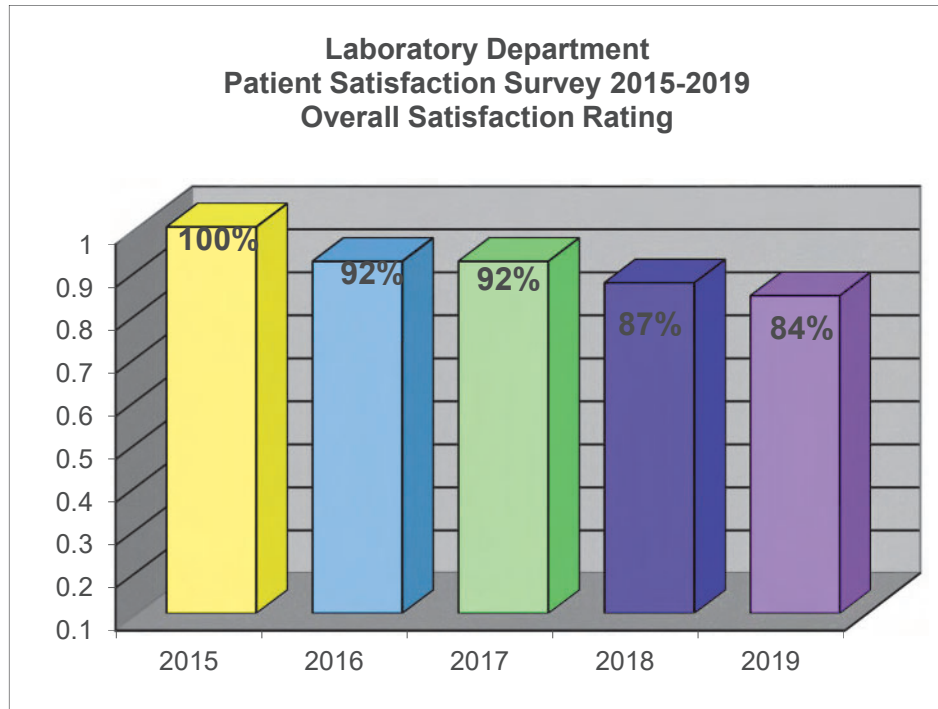
The laboratory is staffed by a Laboratory Department Manager, a Staff Medical Technologist, and a Laboratory Aide/Phlebotomist.

	<u>2018 Encounters</u>	<u>2019 Encounters</u>
PATIENT ENCOUNTERS	8,179	8,604
TESTS PERFORMED IN-HOUSE	60,590	71,532
TESTS REFERRED	7,955	8,448
DRUG SCREEN CLIENTS	102	96

The Laboratory Department's Patient Encounters anticipated for 2019 is 8,604, which is slightly higher (+5%) than last year's total. 71,532 tests are expected to be performed In-House on those clients, which is a substantial increase (+18%) over 2018. The Laboratory Department in 2019 also expects to refer 8,448 tests to outside laboratories, also a similar increase (+6%) over the previous year. A total of 96 urine Drug Screen sample collections for employers are expected to be performed in 2019, which is similar to the number collected in 2018. The increases in patient encounters, tests performed in-house, and tests referred to outside laboratories was due by the most part to the suboxone program started last year and the fact that urine drugs of abuse screens were moved to being performed in-house rather than referred to an outside laboratory. We currently are performing about 150 urine drug screens per month and that number continues to rise. Each urine drug screen tests for 13 different drug types. Many of the positive drug screen samples are referred to an outside laboratory for confirmatory tests. The drug program also had a big impact on the laboratory's budget, especially the program supply and contractual (reference lab) services line items.



The laboratory obtained several new pieces of equipment in 2019. The laboratory replaced the Horiba ABX Micros 60 Hematology Analyzer in February 2019. It's replacement, a Sysmex XN-430 Hematology Analyzer. The advantage of the Sysmex XN-430 is its capability to perform 5-Part automated WBC differentials rather than a 3-Part WBC differential on the Horiba analyzer. This reduced the need to perform manual WBC differentials. Also MEDTOXScan readers were obtained to perform urine drugs of abuse screens giving us the ability to perform the urine drugs of abuse screens in our laboratory rather than sending them to our reference laboratory. This dramatically reduced the time between obtaining the specimen and the results being available to the physician.

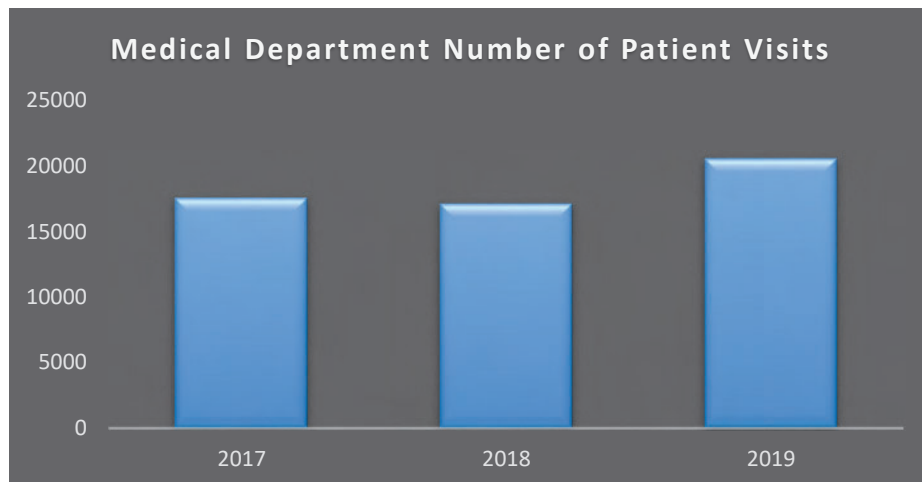


Overall patient satisfaction remains good, with wait times, ease and comfort, friendliness, and patient privacy.

MEDICAL DEPARTMENT

The mission of the Menominee Tribal Clinic Medical Department is to provide primary medical care and treatment for patients of the Menominee Tribe. The medical department providers consist of eight (8) Family Medicine physicians and four (4) Nurse Practitioners. The providers care for 26 elders in five (5) local nursing homes and there is also a Physician on-call 24/7.

This year the providers had 20,515 patient visits compared to 17,069 patient visits in the previous year. The physicians delivered 99 babies this past year and the birth rate remains relatively stable for the past few years.



The Medical Department provides Primary Care to patients and broad health services to treat the whole patient. The Medical team once again received accreditation as a medical home. These comprehensive primary care services also include complementary services of massage therapy, chiropractic care and acupuncture.

An additional service is Medically Assisted Treatment (MAT) for opioid addiction. This year two (2) additional providers received certification (for a total of three (3)) to treat Opioid addiction. This program has been available since September of 2017. To date, 62 patients have been in the program and 33 are currently in treatment in the program. This program includes collaboration with Behavioral Health professionals.

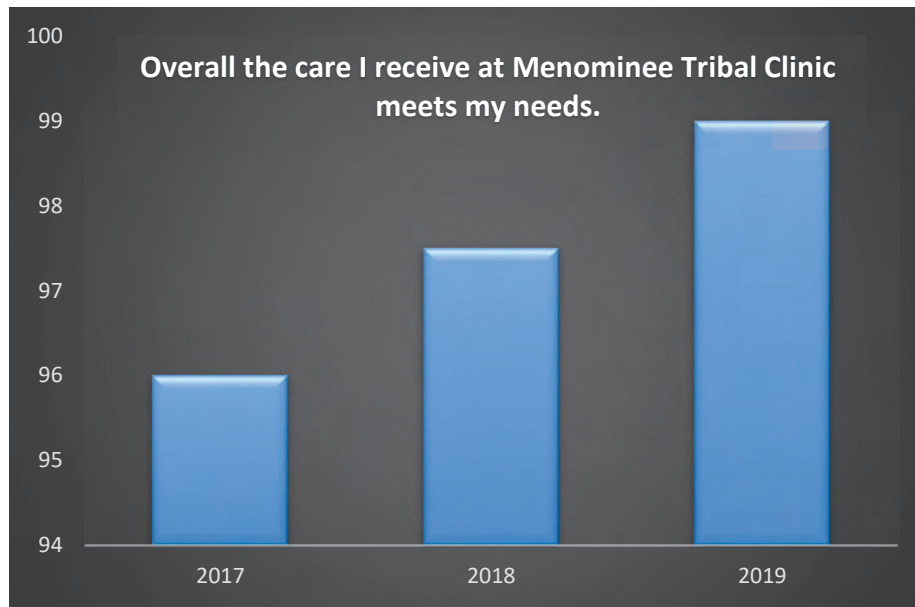
Another added service is the addition of a 2nd Behavioral Health Care Coordinator who meets with patients who have anxiety, addiction, depression, or AODA issues. The medical department works in collaboration with the Optical Department to perform eye screenings for diabetic retinopathy.

The Medical department works closely with the Diabetic Educator and Medical provides a nurse for the podiatrist to work with on his visits twice monthly.

Medical now employs two (2) full-time physical therapists and a full-time physical therapy assistant. This year Physical Therapy had 2,941 patient visits- compared to 3,299 visits in 2018. The reduction in patient visits is the result of temporary staff shortage.

Medical department screens each patient 12 years of age and older for tobacco, alcohol and/or drug use, depression, and domestic violence. The department has access to two (2) full-time behavioral health coordinators who can meet with patients that screen positive for any of these behaviors to offer additional help or referral options.

The department has been operating under the IHS program of IPC (Improved Patient Care). This plan establishes care teams for the patient so there is more consistency and improved care with patients seeing the same provider or care team. The cornerstone of the program is availability of same day appointments to take care of urgent needs. This effort has reduced the no show rate. Prior to IPC being implemented, the no show rate was 22-23%. After implementing the IPC program, in 2011, the no show rate decreased to 14-16%. Therefore more patients are able to access the care they need when they need it. The 2019 Patient Satisfaction survey reports that 99 % of the patients rated “Overall the care I receive at Menominee Tribal Clinic meets my needs”. In 2018 that rate was 97.5%.



MEDICAL RECORDS

There has been no change in staffing of the Medical Records Department and currently there are three (3) technicians and a department supervisor. The ThedaCare Epic electronic health record in use for nearly six years has improved efficiency and as a result the department will see a reduction in staff in 2020

The staff continues to provide accurate and timely disclosure of protected health information, scanning and filing of various reports and documents into patient electronic health records, and preparation of statistical reports for several clinic departments as well as other services provided by the department.

Medical Records Department again provided transcription service to the BHS Department during times of staff shortage. Orientation of department function and access of services to new employees is provided as needed.

As always the HIPAA Privacy Law is followed closely and Wisconsin law regarding access to patient health care records as a guide in processing authorization to release protected health information. The department received \$7,053.13 for photocopies/disclosure services from sources such as US Social Security Administration, various insurance companies, and data collection agents for HEDIS audits.

Staff attended Basic Life Support training, and webinars and phone conferences regarding Meaningful Use, PQRS, and QRUR. The staff also completed the Wisconsin Medical Society Medical Records and the Law webinar series which covered minor patients and patients deemed incompetent or incapacitated, mental health and substance abuse records, disclosures to law enforcement, ability to charge copy fees and a patient's right to access records, mental health and substance abuse records, and cameras and patient recordings.

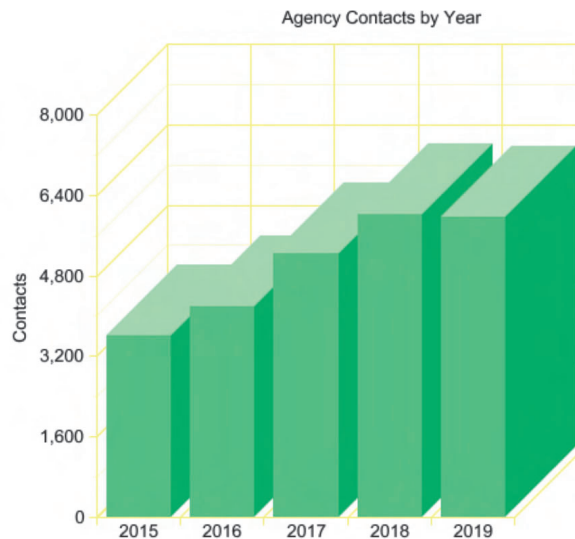
NUTRITION SERVICES

The Menominee Wellness Initiative (childhood obesity prevention) continued into its final fiscal year and has been an integral part of the Community Engagement Workgroup focusing on childhood obesity. Several community agencies are in collaboration on this important opportunity. A fulltime community

organizer and a collective impact coordinator facilitate this endeavor with a focus on tribal food sovereignty through indigenous knowledge.

We continue to spend more time and energy in meeting the outpatient needs on the clinic's diabetes and cardiac patients. Gathering of statistics and implementation of Medical Nutrition Therapy have both increased in the past year as we strive to focus on the elevating rates of obesity and diabetes on the reservation. We continue to see earlier Type II Diabetes diagnosis and therefore earlier, more successful, treatment of the disease.

Highlighting this year's activities included: The Menominee Diabetes Relay held in August which included 21 teams, 349 participants, 1,053 total miles walked miles and 58 Elder Walk Participants. In addition to the relay, seasonal walks and nutrition challenges were held in collaboration with the Diabetes and Wellness Program and tribal agencies. The state Senior Farmers' Market Program was offered for the 11th year to the Menominee Reservation. Successful distribution of vouchers was held for at the Menominee Farmers Market and the clinic.



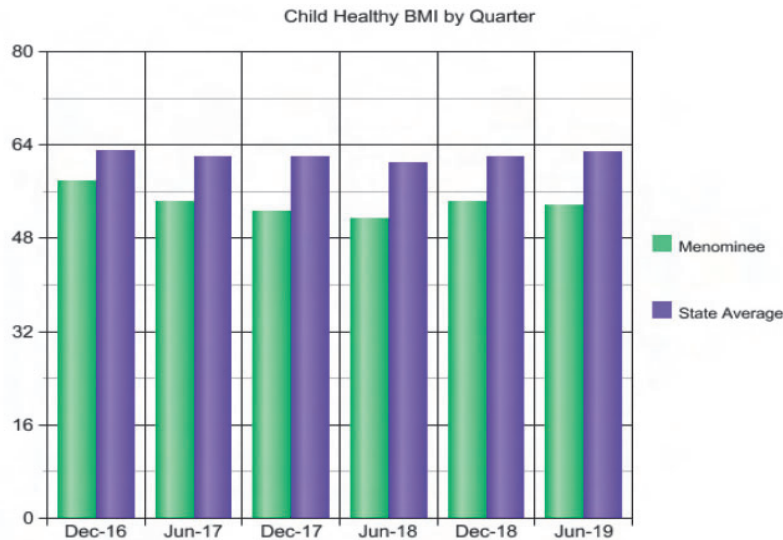
Agency Contacts by Year

The number of agency contacts per year has risen dramatically over the past four (4) years. The graph above represents the total number of patients, students, clients and local agency contacts the department has made each year. Increase can be traced back to two (2) efforts: 1) the Obesity Prevention grant along with Collective Impact efforts to work synergistically with local agencies in coordinating policy change related to childhood obesity and 2) the department staff getting out into the community to work with families and individuals through community events and home visits.

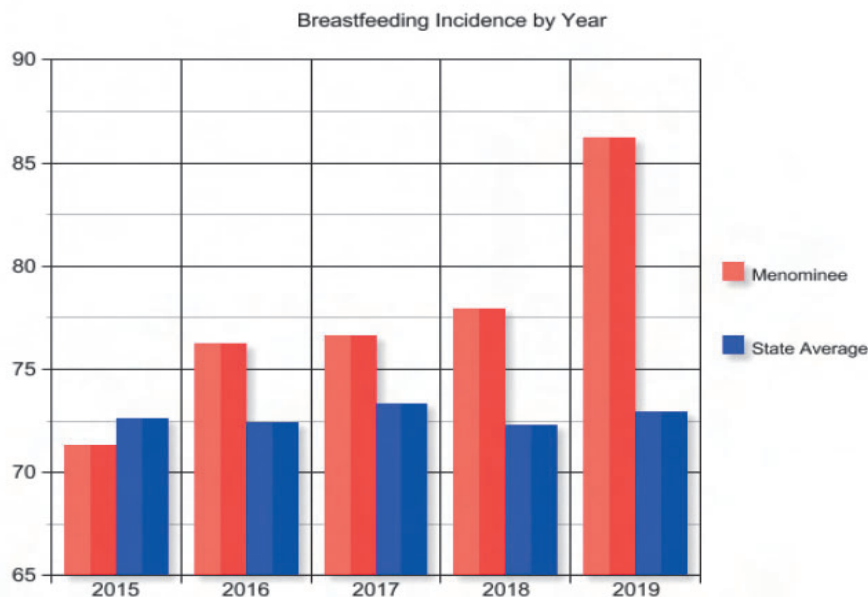
WIC DEPARTMENT

The Women, Infants, and Children (WIC) Program provides valuable nutritional and prenatal counseling to the Menominee Indian Tribe of Wisconsin. WIC aligns with the strategic plan to promote and ensure community and individual responsibility toward healthy lifestyles, by providing assistance with childbirth classes, breastfeeding classes and consultation, and smoking cessation referrals, all showing a strong commitment to the future generations on the Menominee Nation.

Notable highlights from this year include: The WIC Director has been an active member of the Community Engagement Workgroup. With a major focus on childhood obesity, the WIC program is a key partner in setting and administering policies and programming to improve the health status of the Menominee community. The table below illustrates the immediate impact the WIC Program can have on childhood obesity as we continue to move toward the state average in healthy weight status of our youth.



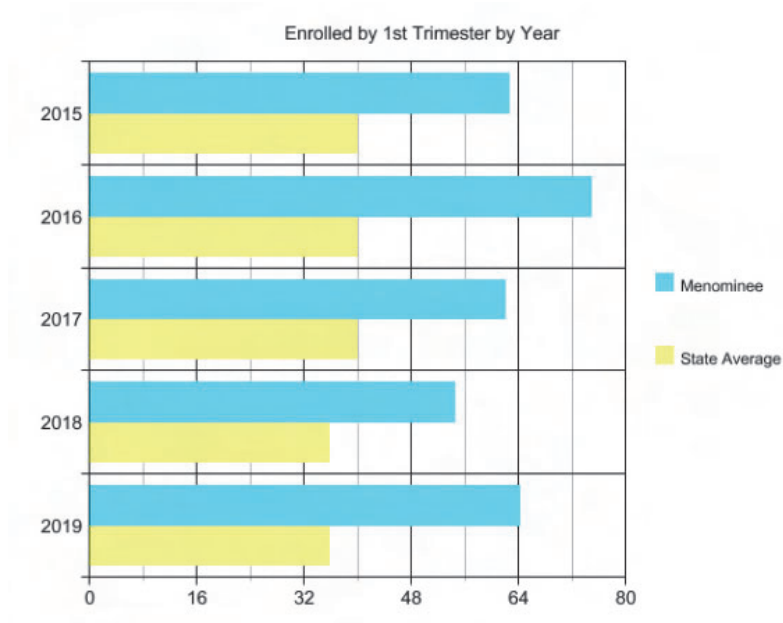
The tribe continues to be a leader in the state regarding breastfeeding rates. This is the 14th year of the WIC Breastfeeding Peer Counselor position that was funded through a state grant program. Breastfeeding Incidence continued trending at or above the state average and duration rates improved over the year which was the local goal of the program. The graph below shows the breastfeeding incidence for moms that are enrolled in the WIC program with Menominee at its highest ever 86.2% incidence rate.



The focus on improving breastfeeding rates has made it essential to continue local and state funding of the Peer Counselor at fulltime. The Lactation Consultant and Peer Counselor for our WIC Program planned

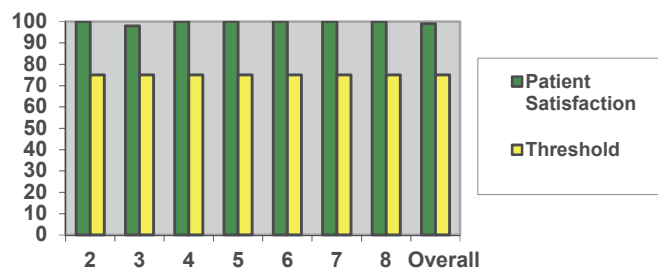
events during World Breastfeeding Week this summer. The Rock N Rest Tent was staffed again for the annual Pow-Wow. Along with the help of Menominee Indian Head Start Program and the Menominee Wellness Initiative the tent held chairs, rockers, diaper changing stations, infant and toddler snacks and bottled water. Families were able to rest, breastfeed their infants and change diapers.

The graph below shows the percentage of mothers that enroll into the WIC program within the first trimester of pregnancy. Studies have continuously shown that the earlier clients enroll in WIC, the healthier the pregnancy outcomes. Menominee has been consistently ahead of the state average in this category, with the rate in 2019 at 64.3%.



WIC Customer Satisfaction Surveys were distributed in April- June of 2019. The state WIC Program generated this year's survey.

2019 Patient Satisfaction Survey



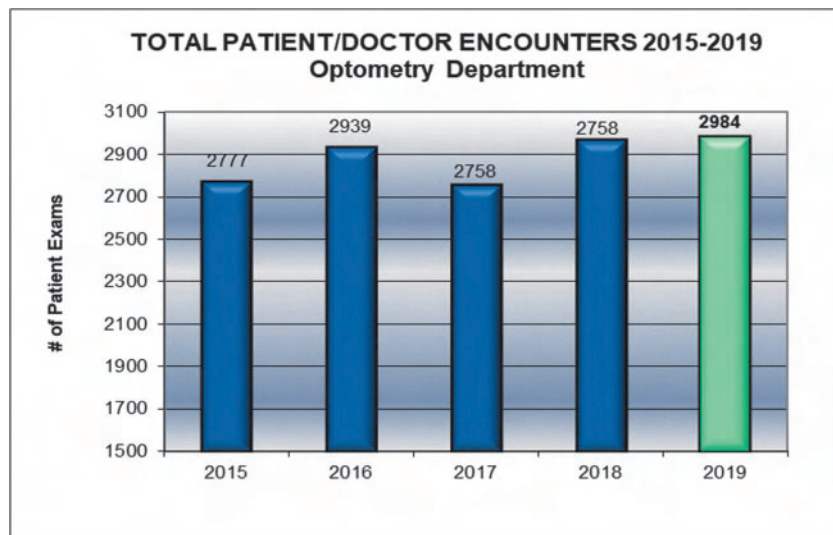
Overall patient satisfaction was measured at 99%. All opinion questions garnered a 98% positive response rate or higher. Questions ranged from friendliness of staff, listening and attentiveness of staff, to helping make healthy choices for the family. This extremely high rate can be attributed to a positive customer service experience. Staff will continue to remain cognizant of the medical health literacy level of clients and utilize appropriate educational learning techniques.

Government reports still showed that for every dollar spent on the WIC program, \$2 is saved in health care costs related to the WIC population. As per our statistical information, we have shown improvements in the prenatal health of the Menominee Nation. We currently have 1.7 FTE paid through the State WIC funding, so we have stretched the dollars that we receive to its furthest level. We have additional local funding for the remaining 1.0 FTE which is vital to our program's existence.

OPTOMETRY

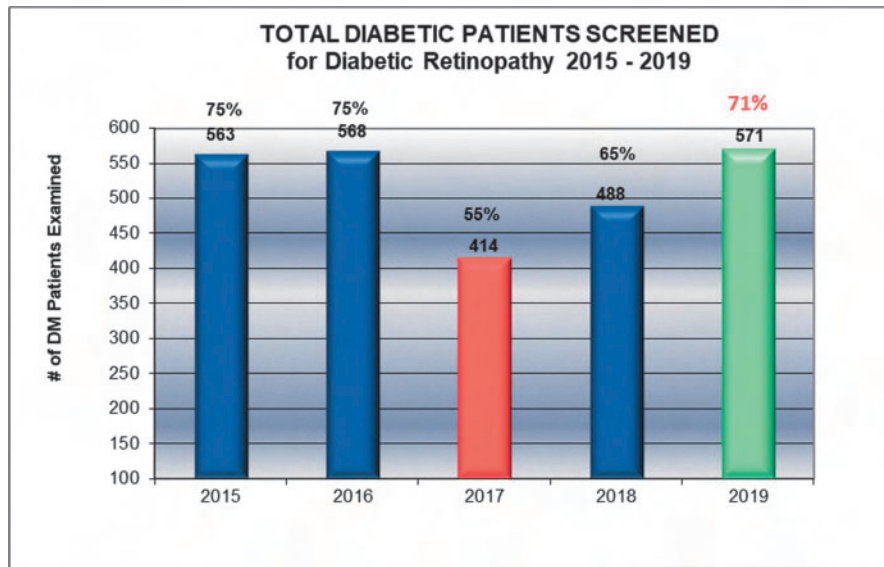
The Optometry Department consists of (2) two full-time Optometrists, (1) one part-time Optometrist and (3) three full-time optometry assistants. Services provided include comprehensive eye examinations, chronic eye disease care, acute/urgent care, contact lens services, low vision services, pre and post-operative surgical eye care, walk-in clinic, eye glass dispensing and eye glass repair.

PATIENT ENCOUNTERS: The following graph shows the number of comprehensive examinations and medical eye health visits each year in Optometry over the past five (5) years. The previous 10 year average for the number of patient encounters is 2,761. 2019 was the most productive year in the history of the Optometry Department and showed an 8% increase in patient encounters over the historic average.



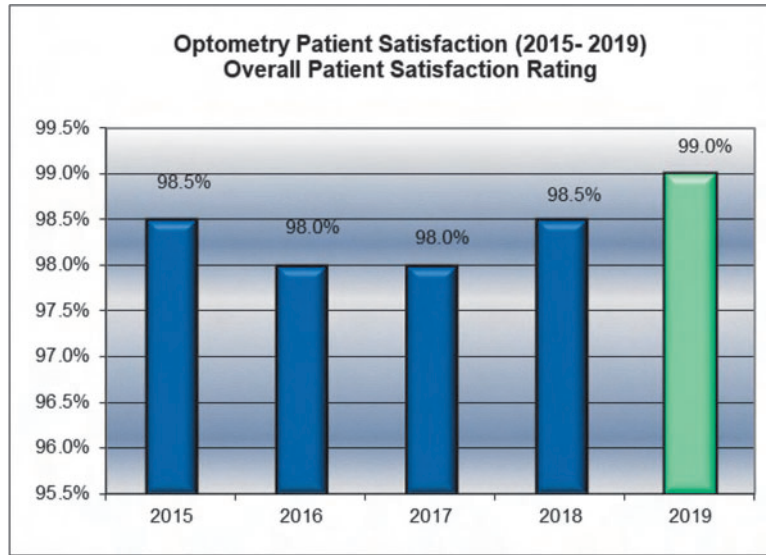
DIABETES CAMERA PROGRAM in Medical Department - Expanded Services: Detecting and monitoring pathology associated with diabetes remains a top priority for the Optometry Department. The CDC, I.H.S. and published studies have shown Native Americans are at higher risk of developing diabetic retinopathy, cataracts and glaucoma; all of which can significantly impair vision and even cause permanent blindness. Therefore, we recommend that our patients with diabetes are seen annually to obtain a dilated eye examination. Annual eye exams allow us to detect eye related diabetic complications early so we are able to intervene sooner to prevent vision loss.

Since 2015 when the Diabetes Camera Program was implemented it has raised our diabetic retinopathy screening rates from the historical average of 45% to more than 70%. Our goal one day is that 100% of our diabetic patients will be screened annually.



The graph above shows the annual diabetic retinopathy screening numbers since 2015. The red bar in 2017 represents the year where the camera program was not operational. (Due to construction of our new clinic and renovations of the Medical Department the camera program had to be suspended for most of 2017). In addition, due to technical difficulties with hardware in 2018 the camera program was only operational for six (6) months.) The graph shows how tremendously important the Medical Camera Program is in improving our diabetic retinopathy screening rates! In October 2018 the new OPTOS Imaging System was installed and has significantly improved reliability of the system going into 2019. As of September 30, 2019 there was a 71% retinopathy screening rate. This program will continue to be a vital tool in preventing vision loss due to diabetes in the Menominee community!

PATIENT SATISFACTION SURVEY: Every year in January a patient satisfaction survey is performed. There was a 10 question survey and the average score for all the questions was 9.7 out of 10 possible. The Optometry department continues to receive high patient satisfaction responses in the areas of scheduling, frame selection and helpfulness and professionalism of staff. The “Overall Rating” of patient experience was 9.9 out of 10. There were two areas where patients felt the department could improve. “Frame Selection” received a 9.2 rating out of 10 and “Scheduling” received a 9.6 out of 10. Based on this feedback we reviewed our “Open Access Scheduling” policies and practices and performed a “reset” by limiting pre-scheduled appointments to increase the number of daily appointment available in November of 2019.



COMMUNITY ENGAGEMENT: Dr. Chelberg participated in the Diabetes Prevention Program Conference series. He performed presentations on eye and vision issues and educated the community on diabetes and visual consequences of not managing the condition medically.

Both doctors continued to participate in several school outreaches. Every September and October they spend time in the local schools performing hundreds of pediatric eye screenings - including Menominee Early Childhood centers in Keshena and Middle Village, Keshena Primary School, Menominee Indian Middle School and Menominee Tribal School in Neopit. Those children who fail the screening are followed up with either by a community health nurse or the school nurse. Parents are then encouraged to bring the child in for a comprehensive eye examination.

Dr. Chelberg continues to encourage partnership with the College of Menominee Nation's Education Department. For several years he has been a special speaker in the classrooms to present information on learning and vision. Discussions often revolve around vision and learning and the teacher's role in ensuring children have appropriate vision screenings and eye exams if learning deficits exist.

PHARMACY

The Clinic Pharmacy provides the Menominee patients with medications and appropriate information about these medications. The pharmacy staff includes four (4) pharmacists, two (2) technicians and three (3) pharmacy aides.

The Pharmacy & Therapeutics Committee continued its efforts to add medications that our community needed or which would decrease the MTC payments to outside pharmacies. Since the last annual report, we added 16 new drug entities or strengths and deleted two (2). Subutex, Bydureon, insulin pens and Advair were added to help decrease addictions, help control diabetes, ease of insulin injection and insurance required for reimbursement. Lupron Depot was added but will be ordered when needed.

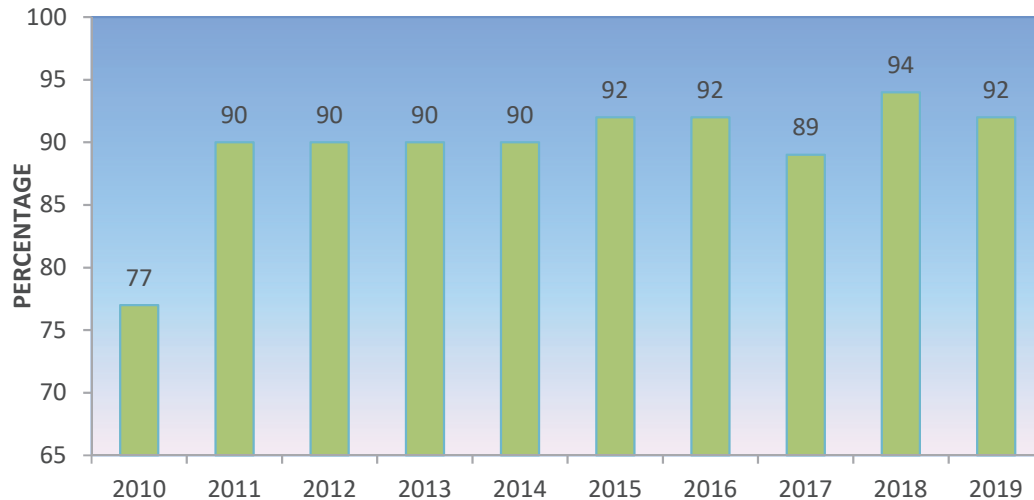
In 2019 we will have served about 59,000 patients. The Pharmacy will dispense approximately 102,000 prescriptions. These numbers are all very similar to last year even with the increased number of providers. The busiest day since the last annual report was May 14, 2019 when we filled 789 prescriptions in one (1) day.

We will spend nearly \$2.2 million on medications and supplies in 2019. The Pharmacy and Therapeutics Committee added some costly medications such as Bydureon, and Advair Diskus. Pharmacy also received

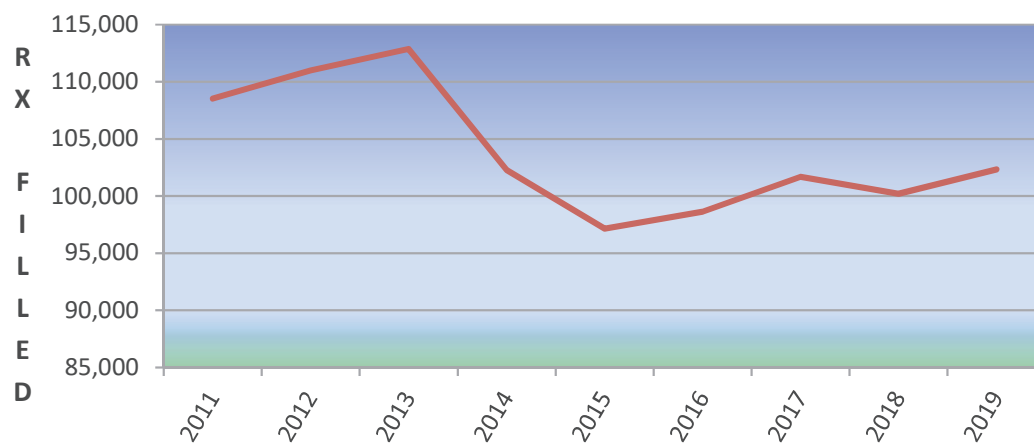
funding for Vyvanse and started dispensing it.

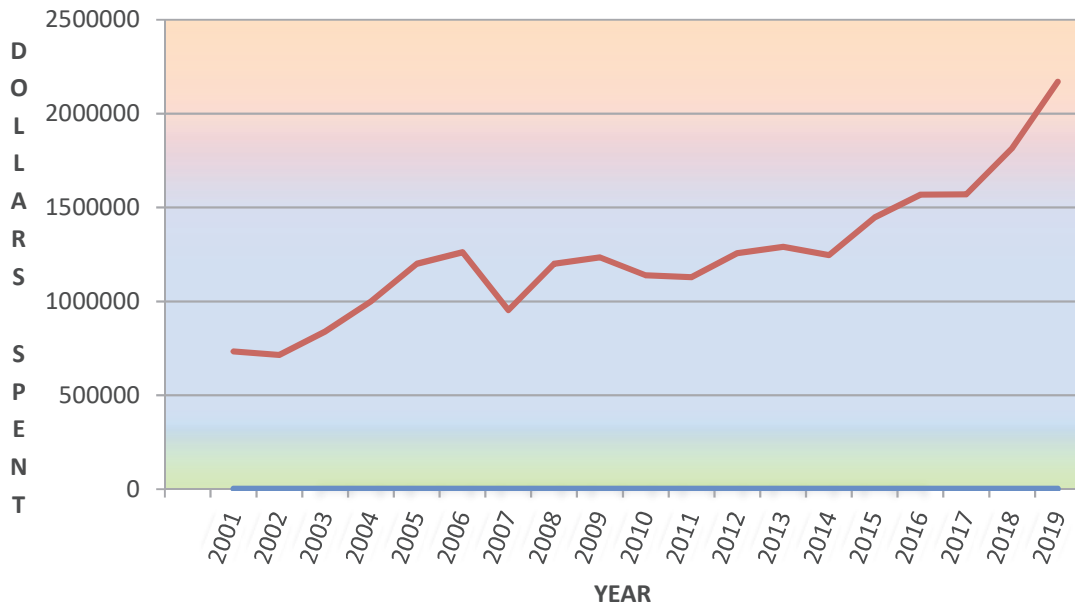
The Patient Satisfaction Survey results were good with an overall rating of 9.2 out of 10. Most of the comments were positive about the staff and pharmacy with a few patients wishing we would not have to switch manufacturers as often.

Pharmacy Patient Satisfaction Survey 2009-2018



Prescriptions Filled Stats



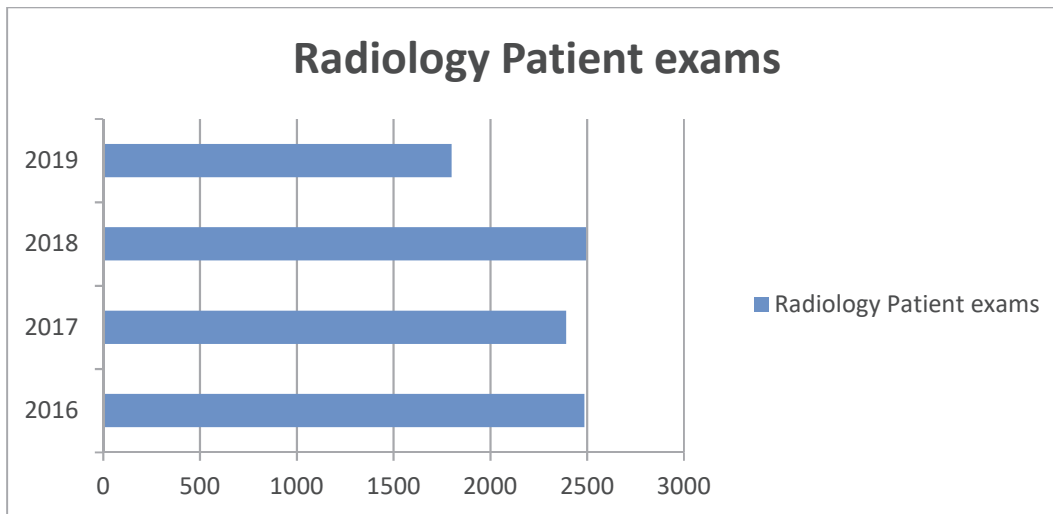


IMAGING / RADIOLOGY

Imaging for 2019 was a year of changes. The full time manager was ready to ease back into more of a PRN role not quite ready for retirement. The other full time staff member stepped into the management role and a full time x-ray tech was hired to accommodate the growing department's needs. Imaging is now currently staffed by two (2) full time technologists, one (1) who can perform both ultrasound and x-ray and one (1) who can perform x-rays. Two (2) PRN employees are available to work as an x-ray tech and as an ultrasound tech to cover vacations and any unforeseen absences from full time employees.

Ultrasound has taken off and we are on track to do more than 800 patients in the first year of service. The providers have seen a huge benefit in patient care with fast result turnaround time for both x-ray and ultrasounds. Ultrasounds that they used to have to wait days to get the patient seen for are now able to be done same day with results same day. Patients have made numerous comments on how much they appreciate having the ability to have ultrasounds performed right here at their own clinic. It saves them a lot of travel time and headaches.

The ultrasound unit that was purchased has more than lived up to its expectations. The Radiologists who interpret the studies have made numerous comments on how the resolution of the images provided is superb. The providers here at the clinic also have made numerous comments on how well they can tell what they are looking at on the exams done which in turn makes it very easy for them to show patients what is going on with their health. We are very excited for the future of imaging and to keep providing excellent care to our patients for years to come!



*1st 9 months of 2019

The number of encounters has remained relatively stable with x-ray dipping a little in 2019. With the addition of ultrasound some patients who would have gotten x-rays now are getting ultrasound instead because it's a better test for their symptoms which would account for the slight dip in x-ray encounters. The annual patient satisfaction survey was completed the week of September 9-13, 2019 with a look at if patients thought their imaging test was necessary; 100% of patients thought their test was needed.

WELLNESS

The Wellness Department continues to provide a variety of services both within the clinic and out in the community.

Sustainability of Community events: The Wellness Department, along with the help and support of other departments, continues to plan and hold the following events: 27th annual Pow Wow Walk/ Run, 8th annual partnership with Menominee Veterans "Spirit of Warrior Walk," and the 9th Annual Menominee Strength Contest.

The Wellness Department continues to support and sponsor many community events that encourage areas of Wellness, such as the Woodland Boys & Girls Club, the Police Department and annual canoe race. The Fitness Specialist and the Exercise Physiologist continued to groom the Menominee High School X-country and snow shoe trails as needed.

The Health Promotion Specialist/Certified Tobacco Treatment Specialist (Tracy Hanneman) continues to promote smoking cessation, prevention of early commercial tobacco use, and smoke free environments. The Wellness department paid for Brandon Waupekenay, one of our Behavioral Health Care Coordinators in the Medical Department, to attend Mayo Clinic's Tobacco Treatment Specialist training and now assists and supports patients with their smoking cessation needs. Having Brandon trained ensured that cessation services could continue for patients during the 3 month absence of the other Treatment Tobacco Specialist, as well as, increases the number of patient contacts.

There were 376 visits for smoking cessation. This number is down a bit from last year due to the absence of the Tobacco Treatment Specialist from June to September. Referrals from our medical department

have increased as well as receiving referrals from other departments within the clinic. Tracy continues to oversee the wellness budget and ordering of nicotine replacement products.

An annual confidential smoking cessation client satisfaction survey is given to patients to complete after their appointments. The survey rates such things as; did they feel staff was knowledgeable, friendly, non-judgmental, competent, and professional; did the service meet their needs; services were accessible & received in a timely manner. Client's satisfaction scores fall in the categories of excellent and good, which is consistent with past surveys completed.

There was a Tobacco Forum & Educational Class held at the Menominee Casino & Resort on September 26, 2019 with 10 people in attendance. The class provided professional speakers, a community speaker, Q&A and interactive activities. The class received positive feedback and as a result three (3) attendees have sought smoking cessation counseling here at the clinic.

Tracy participated in the Women's Health Fair on October 16, 2019 at the College of Menominee Nation with educational displays and handouts on tobacco, tobacco cessation and vaping. Tracy also had an educational tobacco booth at the Aids Awareness Wellness event held at Menominee Indian High school. Tracy met a request from Menominee Indian High school by creating and providing educational posters and other literature on Juul vaping in teenagers.

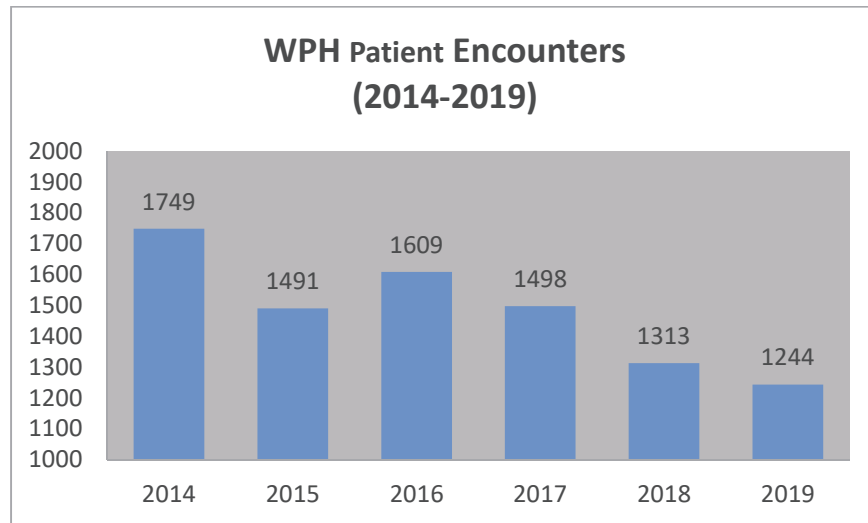
Tracy Hanneman serves as the representative for the Menominee Indian Tribe for the Wisconsin Native American Tobacco Network Strategic Planning. WNATN works with Wisconsin's 11 Tribes. WNATN respects the unique cultural and ceremonial use of tobacco while aggressively pursuing the prevention and elimination of commercial tobacco abuse, utilizing best practices. WNATN collaborates with communities to promote cessation, prevent commercial tobacco abuse, and second hand smoke. The process is accomplished through capacity building, education and increasing awareness of traditional tobacco use in a culturally appropriate manner. Tracy attends meetings, participates in conference calls and manages the yearly grant award from the State of Wisconsin Tobacco Prevention and Control Program (TPCP); ensuring requirements of the grant are met.

WOMEN'S PERSONAL HEALTH

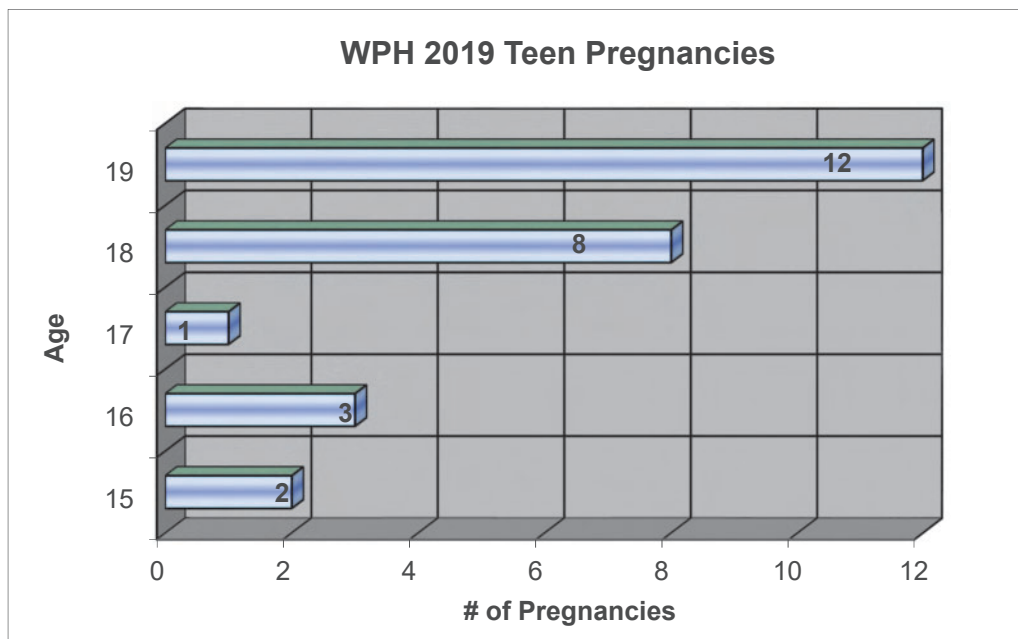
The Women's Personal Health (WPH) Department provides a number of reproductive health care services for women and men of all ages. The WPH Department is responsible for providing accessible pregnancy testing, STD testing, contraceptive services and education, initial prenatal assessments, prenatal education, HIV counseling and testing. Referrals for mammograms and for women's health care screenings are also offered. Male patients are provided with vasectomy information and assistance with signing up for Family Planning Only BadgerCare Services if uninsured to pay for the procedure. STD information and testing are offered to male patients. Contraceptive information and condoms are provided for male patients upon request. The WPH staff consists of two (2) RN's and respects the autonomy of the patient to make choices and decisions affecting their reproductive health status.

The WPH program provided 1,244 client encounters this grant year. This is a decrease from 1,313 last year. Eighty one (81) school visits were provided for individual pregnancy testing, contraceptive supplies or contraceptive administration at the Menominee Indian High School, Student Health Center, and Middle School this year. The WPH Department provided a Teen Clinic once a week at the Menominee Indian High School, provided visits as needed to students at the Student Health Center, and provided monthly visits to the Menominee Middle School to offer sexual health education and contraceptive

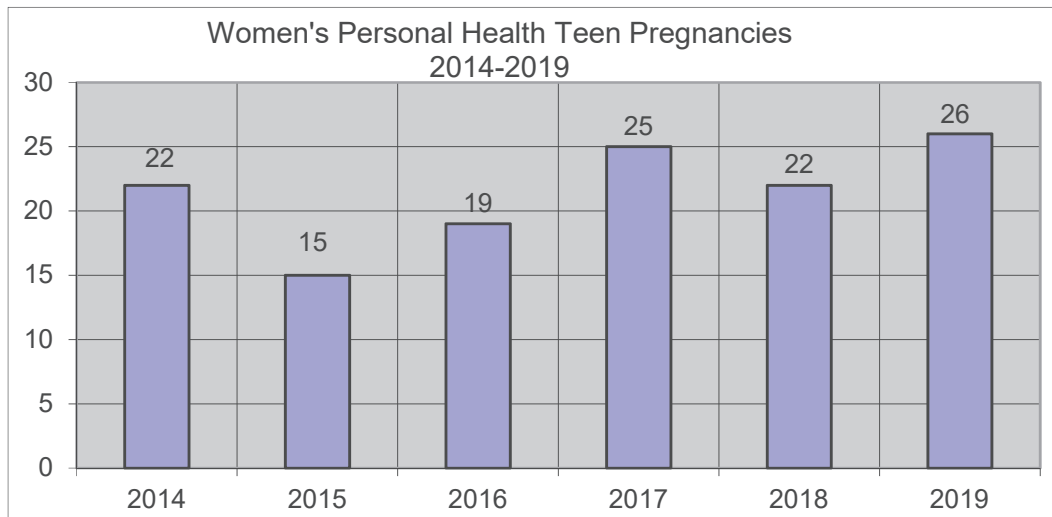
counseling to any students looking for information, STD testing or considering contraception. The funding comes from the Maternal Child Health Women's Health Grant.



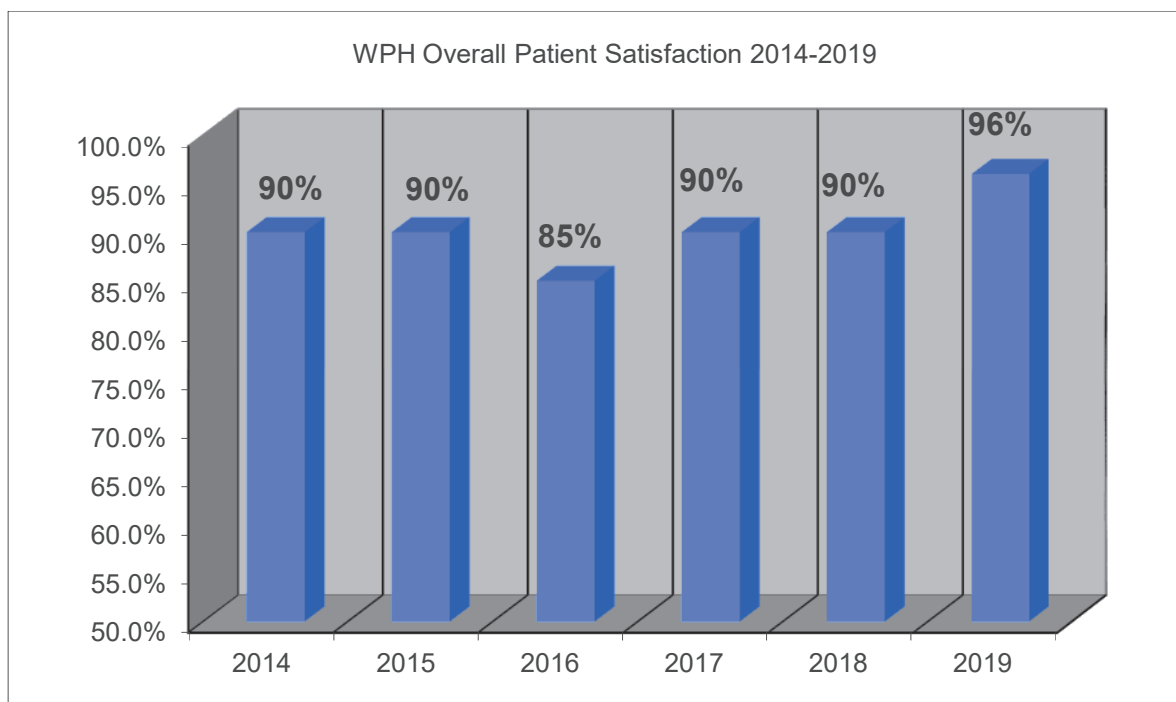
The WPH Department provided service to 143 new OB patients this grant year. The total number of teen pregnancies was 26, an increase from 22 in 2018. Three (3) of the high-risk OBs who qualified for Prenatal Care Coordination enrolled in the case management program offered through the WPH Department. Gift incentives are available to new mothers when they attend their prenatal medical appointments. WPH Department provides prepared childbirth classes every other month for an afternoon, assists with the Teen Parent group at MIHS monthly, and schedules patients to meet individually for prenatal education if preferred. The average numbers of moms and partners for the Childbirth Classes are two (2) to six (6). Funds are from the MCH Women's Health Grant. The First Breath Program is an incentive program for mothers to quit smoking. The number of participants was three (3).



The annual numbers of Menominee Tribal Clinic teen pregnancies have slightly increased in total numbers the past three (3) years. The numbers of 18 and 19 year olds have been increasing while the 17 year olds and younger teen pregnancies are decreasing. WPH staff has participated in the Community Engagement Workgroup Meetings, the Wisconsin DPH Women's Health-Family Planning/Reproductive Health conferences, WI Annual STD Summit, and the Prenatal Care Coordination Meetings.



Another service provided is the Wisconsin Well Women's Program. This is a referral program for women with no insurance or other means of health care payment to be referred for mammograms and cervical cancer screenings free of charge. This year 23 women were referred for mammogram screenings through this program. This is a slight increase from last year at 20. October is Breast Cancer Awareness month. Women's Health/Diabetes Health Programs had a Women's Health Fair at the end of October at the Community Rec Center in Keshena with 110 participants from the community attending. The Women's Health Fair promoted Breast Cancer Awareness and other Women's Health Awareness information and promotional products on breast/cervical cancer, menopause, diabetes, osteoporosis, and other female health concerns. Funds are From the WI Well Women's Program Grant.



The Patient Satisfaction Survey for rating the staff indicated an improvement in approval rating in services from last year. Patients rated the WPH Department in the areas of accessibility, confidentiality, and waiting times for tests to be performed, test results, and time in the waiting room.

Women's Personal Health Department had the Healthy Start - Eliminating Disparities in Perinatal Health Grant from Great Lakes Inter-Tribal Council that has ended this year. Since there were no new enrollments for the past year the number of Healthy Start Participants were five (5) mothers and five (5) infants. They are completing the program when their children are one (1) years old.

The Healthy Start program provided:

- Case management and linkage to social services;
- Smoking cessation counseling and drug and alcohol services;
- Nutritional counseling and breastfeeding support;
- Perinatal depression screening and linkage to behavioral health services;
- Home visiting;
- Inter-conception education and reproductive life planning;
- Child development education and parenting support

The employees of the Healthy Start - Eliminating Disparities in Perinatal Health Program are a full-time Maternal Child Health Nurse and a part-time MCH Nurse as program Director. The staff participates in Community Engagement, Wisconsin Prevent Suicide Conferences, and training in trauma Informed Care.

College of Menominee Nation

Paul F. Trebian, Ed.D., President



PROFILE – LEADERSHIP AND PERSONNEL

On January 19, 1993, the College of Menominee Nation (CMN) welcomed 41 members of the Menominee tribe and two others with Menominee ties as the institution's first students. All were enrolled in general education classes being taught in a rented building on the reservation. As the tribe's 2018-2019 fiscal year ends, CMN enrolls students in 13 academic programs leading to bachelor's and associate degrees, and in diploma programs in four technical/trades fields. The College counts 1,205 people as alumni and serves hundreds each year at its 52-acre flag ship campus in Keshena and urban location in metropolitan Green Bay.

CMN is chartered by the Menominee People and designated by the Bureau of Indian Affairs as a Tribally Controlled College. Its accreditation is through the Higher Learning Commission (hlcommission.org). In 1994, the College gained Congressional authorization as a Land Grant institution, recognition that is held by only two other three institutions in Wisconsin. Along with its academic offerings, the College provides outreach programming, non-credit courses, workshops, conferences, and a variety of services for adults and youth.

CMN is a member of the American Indian Higher Education Consortium (AIHEC) and a partner institution with the American Indian College Fund, among other affiliations,

Dr. Paul F. Trebian (Ed.D., Phoenix University) became the College's second duly chosen President on May 15, 2018, following a national search by the CMN's Board of Trustees. Founding President Verna Fowler (Ph.D., University of North Dakota) led the College from 1992 until 2016. CMN's long-time Chief Academic Officer, Dr. Diana Morris (Ph.D., Ohio State University), served concurrently as Interim President in the 2016-2018 period.

The CMN Board of Trustees provides independent oversight of College operations. All Trustees are enrolled in the Menominee Tribe. Trustees are listed here with occupational titles held at the start of their Board service and with higher education institutions where they studied:

Board Officers 2018-2019

- Chairwoman – Virginia Nuske, retired – Northeast Wisconsin Technical College, UW-Green Bay, UW Oshkosh and University of the Philippines
- Vice Chairman – Gary L. Frechette, Programmer Analyst, WEC Business Services, WEC Energy Group, B.S., Milwaukee School of Engineering; M.S. Marquette University

Board Members 2018-2019

- Shannon M. Chapman, Tribal Education Director, Menominee Indian Tribe – B.A., St. Norbert College; M.A., Marian College of Fond du Lac; University of Wisconsin-Milwaukee
- Lori Corn, School Administrator/Principal, Menominee Tribal School – B.S., St. Norbert College; M.S., Marian College
- Michael Delabrué, Information Technology Specialist, Menominee Tribal Clinic – A.A., College of Menominee Nation; B.S., University of Phoenix; M.S., St. Joseph's University
- Sarah Harkey (Completing her term on the Board in Spring 2019), Nurse Practitioner, Menominee Tribal Clinic – A.A., College of Menominee Nation, B.S.N.; Bellin College of Nursing; M.S.N., University of North Dakota
- Drew Lacefield (Joining the Board in Spring 2019), Counselor, MITW – B.S., UW-Milwaukee; M.S., Concordia University
- Jesse Waukau, Finance Project Leader, Global Services FP&A, GE Healthcare – B.B.A. and M.S., University of Wisconsin-Milwaukee, CPA
(Honorary: Ada Deer, retired – B.A., UW-Madison; M.S.W., Columbia University)

CMN employs 95 individuals. Forty-six employees are enrolled or descendant Menominee. Eleven are affiliated with other American Indian tribes. Ninety-one percent of all College employees hold academic or technical credentials, and 42 percent of these have earned advanced degrees at the Master's or Doctoral levels.

Officers of the College during the 2018-2019 academic year were:

- President Paul F. Trebian (B.S. and M.A., University of Wisconsin-Milwaukee; MBA and Ed.D., University of Phoenix)
- Chief Academic Officer Diana Morris (B.S., Franklin University; M.A. and Ph.D., Ohio State University)
- Chief Financial Officer David Betzig (B.S. University of Wisconsin-Whitewater, CPA)

Director, Manager and other upper-level administrative positions at CMN are held by enrolled or descendant Menominee. Among them during the 2018-2019 academic year were Darla Asenbrener, Manager, Purchasing (A.A., Northeast Wisconsin Technical College); Christopher Caldwell, Director, Sustainable Development Institute (A.A., College of Menominee Nation; B.S., UW-Madison); Melinda Cook, Chief of Staff (A.A. and B.A., College of Menominee Nation); Debra Downs, Technical Education Coordinator (B.A., Concordia University); Maria Escalante, Director, Library (B.A., UW Oshkosh; M.A. and M.L.S., UW-Milwaukee); Tessa James, Director, Advancement and Enrollment (B.A., UW-Stevens Point; M.A.C., Lakeland College); Portia Koebach, Network Administrator, IT (A.A., College of Menominee Nation; B.S., American International University); George Otradovec, Accountant, (A.A. and B.S., College of Menominee Nation); Geraldine Sanapaw, Registrar (A.A., College of Menominee Nation; B.S., Silver Lake College; M.B.A. Lakeland College); and Myrna Warrington, Director, Menominee Vocational Rehabilitation Program (B.S. and M.S., UW Oshkosh).

Faculty members, adjunct faculty and instructors from MITW during the 2018-2019 academic year were

David Block (B.A., UW-Milwaukee; M.S.W., UW-Milwaukee); Patricia Hawpetoss Brzezinski (B.A., Lakeland College; J.D., UW-Madison); Jennifer Gauthier (B.A., UW-Madison; M.A. UW Oshkosh); Ben Grignon (A.F.A., Institute of American Indian Art; B.F.A., UW-Madison; M.F.A., University of Arizona); Cedar Kakkak (A.A., College of Menominee Nation; B.S., UW-Madison; M.P.A., UW Oshkosh); Danielle Kakwitsch (B.S., UW-Green Bay); Janice Rabideaux (A.A., Milwaukee Area Technical College; B.F.A., UW Oshkosh; M.A., Southwestern College in Sante Fe, N.M.); Donald Reiter (B.S., UW-Stevens Point); Candy Waukau-Villagomez (B.S., UW-Madison; M.S., UW-Stout; M.S. D'Youville College; Ed.D., Pennsylvania State University); and Gerald Wayka, (T.D., College of Menominee Nation; Journeyman Electrician).

OVERVIEW OF PROGRAMS, STUDENTS, SERVICES AND FACILITIES

■ Academic Degree and Technical/Trades Diploma Programs

CMN is an open admission institution through the Associate Degree level. Open admission means that applicants who meet certain basic requirements can be admitted. Bachelor's Degree programs are considered "selective," in that a student must apply for program admission after meeting the general admission requirements.

The College of Menominee Nation offers these Bachelor's Degree (4-year) programs of study:

- Bachelor of Arts in Education
- Bachelor of Arts in Public Administration
- Bachelor of Science in Business Administration
- Bachelor of Science in Early Childhood/Middle Childhood Education

The Bachelor's Degree programs provide learning comparable to the degree studies in their respective fields that are found at most institutions. CMN programs have the added value of addressing issues and needs of tribal communities across the curriculum and focusing on the Menominee value of sustainability.

While the College as a whole is accredited by the Higher Learning Commission, individual programs may require their own independent recognition. CMN's Education degrees are approved by the Wisconsin

Department of Public Instruction. The College's Associate of Applied Science Degree in Nursing, now in latency, is accredited by the Accreditation Commission for Education in Nursing.

Associate of Arts and Science Degree (2-year)

- Biological and Physical Sciences
- Business Administration
- Digital Media
- Early Childhood Education
- Liberal Studies
- Natural Resources
- Public Administration

Associate of Applied Science Degree (2 year)

- Pre- Engineering
- Substance Abuse Counselor

Technical Diploma (1 to 2 years)

- Business Office Technician
- Computer Numeric Control (CNC) Machinist
- Electricity
- Welding

■ Students Demographics

The unduplicated student enrollment in degree and diploma programs for academic year 2018-2019 was 237, with a full time equivalent enrollment of 171.

Among these students, a total of 201 (85%) are American Indian, with Menominee having the highest representation. During the year, CMN's student population also had strong representation from Oneida and Stockbridge-Munsee tribes. Other tribes represented in the 2018-2019 enrollment were Apache, Bad River Band Chippewa, Chippewa, Choctaw, Forest County Potawatomi, Ho-Chunk, Lac Courte Oreilles Ojibwa, Mohican, Muscogee Nation of Oklahoma, Ojibwe-Red Cliff Lake Superior, Potawatomi, Prairie Band of Potawatomi, Spirit Lake Dakota, and Standing Rock Sioux.

Fifty-seven percent of CMN's students in the year were age 25 or older. Among the youngest enrollees were high school students participating in free, grant-funded classes through Learn and Earn. The Learn and Earn program enables high school juniors and seniors to accrue credits that can be applied toward College requirements and in some cases to meet high school requirements.

■ Outreach, Community Service and Continuing Education

Department of Continuing Education (DoCE) – The College of Menominee Nation's Department of Continuing Education is established to provide training, workshops, and educational opportunity for individuals and groups in the community. Department staff value outreach efforts that empower the community and promote positive change.

DoCE programming highlights in 2018-2019 included initiatives on agriculture and food sovereignty; outreach to serve youth with leadership and cultural activities; and services for workers/employers.

- **Food and Agriculture** – During 2018-2019, DoCE has continued to support the emergence of traditional food and agricultural-related programming. Organizers call the fifth year of the Ketehekaewak Farmers' Market a huge success with the number of vendors averaging 10 to 12 each week. Vendors provided produce, food, canned goods, natural salves and remedies, and local craft items spring through mid-October. An emphasis on eating healthy and having access to local foods came as a result of the Community Supported Agriculture program funded by the American Indian Higher Education Consortium. The new initiative provided boxes of fresh, locally grown produce to 30 local families from an organic farm north of the reservation. Boxes with content which varied based on the harvest schedule were delivered to drop-off sites in Neopit and Keshena for pickup by

the families. The boxes also include easy recipes for produce preparation. As a further service, DoCE provided workshops on starting a home garden.

The year was the first for DoCE's new, heated greenhouse where starter plants that began growing in March were ready for distribution in May for spring planting. Research was conducted by the DoCE's Americorp VISTA worker on what varieties of seeds would grow best in the current climate of the reservation, and what types of seeds may have been native to the area. Starter plants included tomatoes (200) peppers (150) squash (50) and Cucumbers (50). Starter plants and seed packets were distributed at the Menominee New Year's powwow in May, where a blessing of the seeds took place to ask the Creator for a good upcoming growing season. The effort was a CMN collaboration with the local UW Extension office and Menominee Tribe.

- **Heritage Exploration for Youth** – A new Youth Heritage program that launched in the summer 2019 helped 12 local young people gain a multidisciplinary understanding of ancient Menominee agriculture techniques for raised-bed gardening. Students earned stipends for work done with the Tribal Archaeologist Dr. David Overstreet and curators to excavate and study findings relating to the recently discovered garden sites. A three-day field trip to the Pre-Colombian Native American city of Cahokia was a highlight of the summer. Located in Collinsville, Ill., the 2,000-acre Cahokia site was inhabited from about A.D. 700 to 1400 and is the most sophisticated prehistoric Native civilization north of Mexico. Dr. Overstreet, who conducted archaeological research at Cahokia in the late 1960s, provided students with a guided tour of the site's mound structures and museum. Students also explored Gateway Arch National Park in St. Louis, Mo.; visited the Cardy site at Sturgeon Bay and the Chautauqua site at the Minikani Shoals in Marinette. Program funding was with a U.S. Department of Agriculture, National Institute of Food and Agriculture grant.
- **Career Exploration for Youth** – United States Department of Agriculture enabled the College's Department of Continuing Education to once again host the Animal and Plant Health Inspection Service's summer youth program titled "Safeguarding Natural Heritage." In it, local youth explore careers in relation to life cycles and habits of insects (entomology); inspecting and regulating certain genetically engineered organisms (biotechnology); examining cells and tissues under a microscope to identify diseases (plant pathology); working to conserve and manage wild animals and their habitats (wildlife biology); carrying out animal health programs (veterinary medicine); learning about the humane care and treatment of animals (veterinary and animal care inspector services); and studying the business aspects of protecting plants and animals (agribusiness).

Fifteen students participated in hands-on labs, workshops, discussion groups, field trips, and character/team-building activities while experiencing what life would be like attending a smaller tribal/community college. Safeguarding Natural Heritage sessions were led by tribal elders, mentors, professionals, and U.S. Government scientists. The two-week program concluded with students presenting on a favorite career they learned about in conservation or natural science.

- **Job Services** – The Menominee Job Center based in the College's Community Technology Center provided two week-long Administrative Assistant courses for certification. The courses, offered at the request of local employers and Tribal agencies, attracted 35 community participants for training in Microsoft Office, communication in business, editing and proofreading documents, and presentation skills. The Job Center also created a Business Resource Center during the year. Office space in the center is equipped with a computer, telephone, printer and copier, and can be scheduled by local business owners and entrepreneurs needing a site to conduct business.

S. Verna Fowler Academic Library/Menominee Public Library – The College's academic library and community's public library share facilities on the CMN campus in Keshena.

The Menominee Public Library's services include a rich variety of programs designed to engage area residents and promote literacy through age-appropriate family-friendly activities. The Public Library is funded by the College of Menominee Nation, Menominee County, MITW, and other sources. Public Library Board of Directors members are Drew Lacefield, representing MITW; Ben Warrington, Menominee County, and Debra Downs, CMN. Maria Escalante, director of academic and public

functions, reports quarterly to the Tribe on Public Library expenditures, programming and patron statistics.

Along with traditional lending-library resources and computers for public use, public library functions of the facility included the following in 2018-2019:

- **Family Engagement Treasure Hunts** – Monthly Treasure Hunts planned by the Youth Librarian and Librarian provide a literacy-based experience that engaged library patrons of all ages in a fun and educational way designed to get community members excited about coming to the library. Since beginning in September 2018 with 23 participants, the hunts have grown steadily and by August 2019 registered 66 participants. The program has also drawn attention as a place for a parent and child under case work supervision could have positive engagement time together.
- **DIY** – The library's Information and Training Specialist offered Do It Yourself (DIY) events and beginning sewing for the community, with her most popular activities being culturally based.
- **Family Supper Book Club** – Identified as the most popular among the Youth Librarian's many offerings for the year was an intergenerational literacy program called "Family Supper Book Club." In it, families met to share a meal and a book, and participate in related activities. The program started in October 2018 with the Youth Librarian's desire to have a story time that meets the needs of the community. Programming was so successful that she subsequently refined the focus and was successful in receiving a national Talk Story grant. Now known as *Katāēs – esēhcekasīq – Let's do things together*, it is facilitated by a Menominee language and culture educator and centered on sharing Native stories with families. An Improvement and Innovation Grant from Nicolet Federated Library Services allows the library to enhance what was started with the Talk Story grant and support continuation of the program as a monthly series serving 15 to 20 people each session during the 2019-2020 academic year.
- **Menominee Language Mural Initiative** – The library also pursued creation of a mural that matches the forest theme of its 1,000 Books before Kindergarten display. The new initiative's mural provides visitors with a spoke-language center with audio clips so visitors can listen to Menominee words.
- **Artists in Residence** – Grant funding enabled the launch in 2018-2019 of the first year of an Artist in Residence program designed to help community members learn how to do traditional crafts such as beading and moccasin making from talented community practitioners. The library will also be creating how-to videos and how-to books based on the live classes so those unable to attend in person can learn on their own by following the steps.
- **Community Reads** – In January 2019 the library distributed copies of the book "Love and other consolation prizes" by Jamie Ford. There were a series of programs followed by a presentation by Ford in March 2019. The August 2019 distribution was of the book "There there" by Tommy Orange, an enrolled member of the Cheyenne and Arapaho Tribes of Oklahoma, and was followed by distribution in September of Lauren Markham's "The Far Away Brothers: Two Young Migrants and the Making of an American Life."

Sustainable Development Institute (SDI) – The Sustainable Development Institute at the College of Menominee Nation continues to pursue its mission of reflecting on lessons of sustainability and sharing what is learned. As part of that initiative, SDI works through the Menominee Theoretical Model of Sustainability to identify issues related to human-environmental relationships. By identifying issues or themes, the Institute and College are better able to pursue funding and other resources for applied research, education, and outreach activities that investigate and develop potential solutions.

SDI and CMN contributions to environmental topics are recognized by the long list of collaborations that have developed with external partners ranging from the U.S. Forest Service, USDA, and National Science Foundation to the University of Minnesota and Pennsylvania State University. Another indicator was announced in September 2019 when SDI Director Chris Caldwell was appointed to the new Climate

Action Task Force of the National Congress of American Indians (NCAI), making the College of Menominee Nation the only tribal college with membership representation.

Staff members working on the CMN campus with Caldwell are Administrative Assistant Desirae Grignon, Sustainability Education Coordinator Manih Boyd, and Sustainability Coordinator Rebecca Edler. During the year Americorps VISTA volunteer Julia Wiebe provided programming support.

As part of ongoing efforts to add co-curricular opportunities to the academic and experiential learning that is at the heart of College, SDI incorporates student internships on its applied research, education and outreach projects. CMN students and students from other institutions were hosted by SDI in internships and on special projects in the past fiscal year. They were the following: Brandon Boyd, Kayla Cleveland, and Sharissa Grignon, Phenology Data Collection; Deidre Ann Caldwell, Tonia Haack, Shirley Latender, Marissa Vele, and Curtis Wilhelmi, Sustainability Leadership Cohort Mentor Team; Evelyn Grignon, Luke Perez (crew leader), Jacob Schwitzer, Matthew Schwitzer, and Nicholas Schwitzer, Visualizing Future Forests project; Letytia Hindsley, Sustainability SEEDS; Jasmine Neosh, Multi-Media Support Specialist; Adam Schulz, Agricultural Research Specialist, and Tressa Lange, assisting with indigenous environmental sustainability education. Perez is a UW-Stevens Point student and Lange a Doris Duke Conservation Scholar from UW-Eau Claire.

Other projects and accomplishments of the year included the following:

- **Tribal College Faculty Program** – The Institute has been a part of the College of Menominee Nation since CMN’s inception in the early 1990s. SDI work at that time included support for faculty development and guiding the development of a research agenda based on the Menominee Theoretical Model of Sustainability. A new USDA NIFA Tribal College Equity grant titled “Advancing Indigenous Sustainability Perspectives at Home and Beyond” is enabling SDI to continue this work with CMN faculty members. Effort will include in-service training, presentations, and the inclusion of faculty members in SDI-led projects focused on and guided by Indigenous perspectives.
- **Academic Program Collaborations** – SDI continues to collaborate with CMN Academic Affairs Office and faculty members on the development of new degree programs based on sustainability initiatives at the College. This includes the continued development of proposed new Bachelor’s Degrees which will focus on integrative studies in sustainability and sustainable agriculture, and be guided with input from the Menominee community and perspectives of other Indigenous peoples.
- **Hosting and Convening Sessions, Conferences, and Workshops** – SDI coordinated numerous panel sessions, workshops, and meetings focused on sustainability and resiliency issues across the Menominee community, northeast region, and the nation.
 - In August 2018 SDI worked through a partnership with 1994 Tribal Colleges and Universities and 1862 Extension programs to organize and offer a 2018 North Central Extension Water Summit on CMN Keshena campus. The event focused on strengthening collaboration between state Land Grant institutions and Tribal Colleges and Universities (TCU’s) Land Grant institutions focused on water resource issues.
 - In September 2018 SDI coordinated and hosted a session at the Great Lakes Adaptation Forum at the University of Michigan titled, “*Developing Opportunities for Indigenous peoples and Tribal communities in the NCA process.*” The session was attended by numerous Indigenous scholars, Tribal students, managers, and community members, as well as federal agency and academic institutional representatives.
 - In April 2019, SDI hosted CMN staff and students at the National Adaptation Forum meeting held in Madison.
 - In May, the 7th Annual Rising Voices Workshop titled *Converging Voices: Building relationships and practices for intercultural science* was held in Boulder, Colorado. SDI Director Caldwell and CMN student Jasmine Neosh had served as members of the Rising Voices Council during the preceding year. They helped plan the program designed to continued efforts to build intercultural approaches to uniting Indigenous and Earth sciences in partnerships that support adaptive and resilient communities. Caldwell and Neosh also presented on aspects of student mentoring and engagement on research projects.

- During 2018-2019, SDI served on a Tribal Adaptation Menu team offering workshops on the document Dibaginjigaadeg Anishinaabe Ezhitwaad (“*caring for those who care for us*”) – A Tribal Climate Adaptation Menu. The work was led by the Great Lakes Fish & Wildlife Commission with additional participation by 1854 Minnesota Treaty Authority, United Tribes of Michigan, Inc., USDA Forest Service Northern Institute for Applied Climate Science, and members of the Lac Du Flambeau, Red Cliff Tribes.
- **Shifting Seasons: Menominee Community Climate Workshop Series** – Throughout Fall 2018 and Winter 2019, SDI held four community workshops under the collective title “Shifting Seasons: A Menominee Community Workshop Series on Climate Resilience. Sessions in South Branch, Neopit, Middle Village, and Keshena aimed to increase community climate literacy and encourage community and individual action on climate issues. Each workshop focused on a different dimension of climate change, including the intersections of food sovereignty and climate concerns, local preparedness for the effects of climate change, and impacts of climate change on the forest ecosystem. More than 50 community members participated.
- **Indigenous Planning Summer Institute** – The Indigenous Planning Summer Institute (IPSI) hosted by SDI is an Indigenous-led education space for Indigenous students. Its mission is to bring together a diverse group of Indigenous students to share and learn about the principles of Indigenous planning and design. Along with promoting the theoretical model of sustainability, IPSI seeks to foster an exchange by participants of wisdom, experiences, and theories related to Indigenous sustainability.
- **Sustainability Committee** – SDI revised and updated the structure and bylaws of CMN’s Sustainability Committee during 2018-2019. Guided by the Menominee Theoretical Model of Sustainability, the committee’s mission is to encourage, promote, and build upon the Menominee approach to sustainable development at the College and beyond. CMN faculty, students, and staff, and two community members comprise the committee which oversees the design, development and implementation of sustainability initiatives at the College, including recommendations for facility and infrastructure projects and green-policy development.

■ **MILESTONES AND ACCOMPLISHMENTS**

- **Students of the Year** – Two enrolled members of the Menominee Tribe received special honors during the year. Jasmine Neosh was chosen as the American Indian College Fund Student of the Year for 2018-2019. JayCee Tourtillott was named Outstanding American Indian Student of the Year by the Wisconsin Indian Education Association. Other recognition for Neosh included selection for the Indian Land Tenure Foundation’s Spirit of Sovereignty Scholarship and selection as student blogger for the national publication, *Tribal College Journal*. Neosh served as student speaker in the College’s Spring 2019 commencement ceremonies. She received an Associate Degree with high honors in the Natural Resources program and is continuing at CMN for a baccalaureate degree. Tourtillott graduated from CMN with an Associate Degree in Early Childhood Education in 2017 and is now enrolled in CMN’s Bachelor of Science Degree program in Early Childhood/Middle Childhood Education. She was recipient of CMN’s Keckiw Natamowaewak Kaekenamak – *An elder helps them learn it* Scholarship in Fall 2018.
- **Scholarship Growth** – In academic year 2018-2019, CMN students received more than \$165,000 in scholarship assistance from friends donating directly to the College and through gifts to the American Indian College Fund designated for CMN. Among the newest added to the College’s several named awards is the Thomas E. Kitson Jr. Memorial Scholarship for enrolled and descendant Menominee. Kitson (1936-1975) was an enrolled Menominee who lived during his early life on land that is now part of the south Keshena campus.
- **15 Enrolled Menominee Among Newest Graduates** – Commencement ceremonies for the College were held May 25, 2019, in the Five Clans Ballroom of the Menominee Convention Center.

Fifteen of the class members are Menominee. Other American Indian students in the class belong to the Ho-Chunk, Lac Courte Oreilles Ojibwa, Ojibwe-Red Cliff Lake Superior, Oneida, Potawatomi, and Stockbridge-Munsee tribes.

Menominee in the Spring graduating class, their programs of study and academic honors were:

Bachelor of Science – Business Administration: Kristah Marie Warrington.

Associate of Arts and Sciences Degree – Business Administration: Gilbert Justin Mendez, Jr., Catherine Walter*, Desirae Ann Wilber. **Early Childhood Education:** Brittany M. Awonohopay, Jenna Leigh Corn. **Liberal Studies - Humanities:** Kathleen Kay Waukau. Ms. Waukau graduates with a double major in Humanities and Liberal Studies/Social Sciences. **Liberal Studies – Social Science:** Kelly M. Boivin, Moneejon Chevalier, April Tucker, and double graduate Kathleen Kay Waukau. **Natural Resources:** Cierra M. Dickenson, Kenny R. LaTender Sr., Jasmine Neosh graduated with High Academic Honors. **Public Administration:** Catherine Walter. * Ms. Walter graduated with a double major in Business Administration and Public Administration.

Technical Diploma – Business Office Technician: Brittney J. Pamonicutt. **Welding:** Anthony G. Kakwitch.

- **Dashboard Initiative** – The Registrar’s Office at CMN is leading a new initiative to develop and sustain new data dashboards as part of the College’s faculty and staff intranet. The internal process is intended to advance CMN’s culture of evidence through making readily available consistent, accurate, up-to-date information from various data sources to support decision-making and reporting. The goal of the project is using College technology in ways that will best increase efficiency and effectiveness for both academic and administrative units. Two dashboards were launched for testing in 2018-2019. Four others have already been in use for academic program evaluations.
- **Emergency Aid Success Measured** – The CMN Dreamkeepers program provides assistance to students who are at risk of dropping out of the College because of unexpected financial emergencies. Dreamkeepers was developed with a grant from the American Indian Higher Education Consortium and the non-profit organization Ascendium Education Group. It is designed to help students continue studies at the College and meet their educational goals, ultimately securing a better financial future. Students who seek aid work with a designated staff member to complete an application, create a plan of action, find community and other resource programs, and secure referrals. CMN staff report that Dreamkeepers is currently funding 88 percent of applications, with the greatest success being in a 46 percent graduation rate for students receiving emergency aid. Also significantly high is the 80 percent retention rate for students receiving aid. Typical of comments was one student’s report on aid which resolved a transportation problem: “...(W)hen my vehicle broke down right as rent and utilities were due, I found myself in a true bind as to what would get paid....I am not sure I could have continued with at least one of my courses that ran into evening hours.... The funding was able to take that weight off my shoulders and let me concentrate on my courses/grades rather than money issues.”

STATEMENT OF FINANCIAL HEALTH

Evidence of the College’s commitment to maintaining financial stability, providing strong financial support for students, and persisting as a debt-free institution was demonstrated on several fronts in 2018-2019. Prominent among them were expense reductions in most operating areas of the College and increased spending in mission-driven areas of academic support and research.

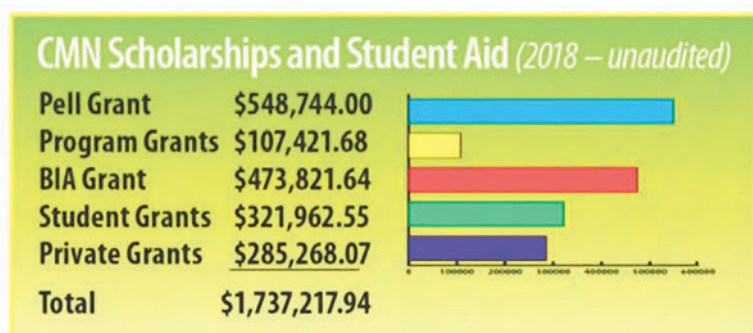
Proactive tools being applied to assure stability include a greater focus on analysis and forecasting, and continued attention to transparency. Refinements to financial policies and systems were ongoing during the fiscal year to strengthen internal controls. Oversight includes CMN’s broadly-based budget team of

Trustees, administrators and managers. Reviews of financial policies and procedures adhere to CFR 200, the Uniform Administrative Requirements, Cost Principles, and Audit requirement for Federal Awards.

Corroboration for the firm footing came with CMN's last audit, which included an improved net position and investment earnings. Federal awards and private funding from foundations, organizations and private donors comprise CMN's endowment portfolio, which over the last two years increased by over \$500,000, or 15 percent, and in 2019-2019 totaled over \$3.9 million.

Made up of original contributions and accumulated investment earnings, endowment categories are legally restricted for the development and delivery of academic programs and other designated purposes such as student scholarships.

Among the financial support categories detailed on the "CMN Scholarships and Student Aid" chart are endowed scholarships which have provided tens of thousands of dollars to CMN students over the years.



Community Development & Tribal Utilities

Crystal Chapman-Chevalier, Director

Community Development and Tribal Utilities provides technical and management services to the Tribe and its members in the development of the community through infrastructure, planning, water, wastewater, electric, land use, and transportation safety and construction management. The Community Development Department provides community services through the management and implementation of seven program areas including Utilities, Geographic Information Systems, Solid Waste Management, Real Estate Services/Land Use, and Project/Construction Management, Community Park/Cemetery Management, and Road Maintenance. The overall goal of all these programs is to protect the resources of the Menominee Nation while simultaneously developing its lands, infrastructure, and associated processes in an effort to better serve the Menominee Community.

Geographic Information Systems

The GIS Coordinator is responsible for managing and updating all GIS mapping and maintenance databases. This data includes both physical and locational information for roads, land use and parcels, hydrography, buildings, zoning, utilities, and roadway infrastructure. Access to the mapping database systems is provided to tribal departments and employees who utilize the data to improve their services to tribal members.

For fiscal year 2019 accomplishments of the GIS Coordinator include the inclusion and improved accuracy of the Tribal Utility infrastructure including asset location assistance and improvements to the Fire Hydrant dataset. The street light dataset was also improved to include accurate numbering to allow for better asset identification. Continued updates to the Emergency Medical and Police personnel road

maps and atlas. Continued the goals of the GIS grant in conjunction with the Great Lakes Rural Community Assistance Program received last year, through the training of staff on the utility dataset and field use of the tablets. Worked closely with Housing throughout the year on the Housing Asset Management System. Began work with the South Branch community in the mapping and surveying of the new cemetery addition. Archeological mapping and topographical identification for the Historic Preservation Department was provided as needed. Two of the larger projects this year include the potential cell tower location identification and mapping project and the data input for the Real Estate Landowners database development.

In addition to the larger joint projects and the day-to-day functions of improving current data, the GIS Coordinator assists with local celebratory event preparations including powwows, and Halloween events. Also provided is assistance to departments with maps, floor plans, and geographic awareness. Other job duties include assisting tribal members in map creation, signage development, completing field data GIS services such as staking and plotting, and searches for additional data sets to add to our onsite system.

Solid Waste Management

Keshena Transfer Site: The Keshena Transfer Site continues to serve Menominee Tribal members through the offerings of household solid waste disposal, and recycling services covering paper products, aluminum, plastics, batteries, appliances, electronics, and waste oil. The site is operated by on full time operator and supplemented by the labor staff allowing the Keshena Transfer Site to offer hours 6 days a week on a seasonal schedule.

West Branch Brush Pit: Community Development operates the west branch dump pit location, which offers an open area dumping site receiving brush, stumps, leaves, and other natural plant wastes from tribal members only.

Duquaine Gravel Pit: Community Development also operated this open area dumping site which accepted stone, gravel, brick, and concrete from tribal members and contractors working under tribal projects. The Duquaine Gravel Pit was retired in June of 2019 and the department is currently working to identify a new location for this service in 2020. Contractors and tribal members were required to remove this waste off reservation after June 2019.

Camp 16 Pit: This is a gravel pit run site that allows tribal members and Tribal/County Road Contractors access to this resource for extraction and dumping of gravel waste. The pit is maintained by the Menominee Tribal Enterprises Roads Department.

Harter's Waste Management Contract: Community Development facilitates the reservation wide waste management contract which includes the residential curbside pickup of waste and recyclables, commercial collection by container, Keshena Transfer Site, and the annual Spring Cleanup. This contract was recently renewed as Harter's was the competitive Bid awardee, and will provide these services to the Tribe for the next six years.

Real Estate Services/Land use

In accordance with the BIA self-determination contracts the Real Estate office works on all land matters within the exterior boundaries of the Reservation. The Real Estate Coordinator provides technical assistance and facilitation to tribal members, governmental entities, financial institutions, and departments. These services include but are not limited to lease processing, right of way and easement processing, land verifications, permit and variance processing and other formal requests and document processes in accordance with the Menominee Constitution, Restoration Act, and Chapter 625 Zoning

Ordinance, Ordinance 08-22 Recreational Lease Policy and Procedures, and Ordinance 83-05 Land Use Plan.

For fiscal year 2019 the following leases were acted upon by the Community Development Committee and the Menominee Tribal Legislature; 13 approved recreational leases, 34 approved residential leases, 1 program land assignment, 3 cancelled recreational leases 21 cancelled residential leases, and 3 fee to trust applications were submitted. The Menominee Nation also received 7 warranty deeds from BIA, as a result of fee to trust applications 14.86 acres of land on and adjacent to the reservation went into trust.

Real Estate inquiries represents the vast majority of the service provided by the department. To better serve the community and improve research efficiency the department is working with the Information Technology Department and an outside vendor to develop a landowner database system. The database development costs are being covered under BIA special project funding. The implementation of the real estate landowner's database will coincide with the Tribes incoming HEARTH Act. The Helping Expedite and Advance Responsible Tribal Home Ownership Act of 2012 allows the Tribe to exercise its sovereignty by handling residential, commercial, and agricultural leases locally with the Tribal Chairperson as the signatory authority, rather than the BIA Area Director. The process of implementing the HEARTH Act included the passage of Chapter 138 leases and mortgages, and will continue with increases to the staffing in real estate, implementation of the landowner database, and departmental policy and document revisions.

Tribal Utilities

The Tribal Utilities Department is responsible for the providing sewer, water, electrical, and septic service to the Menominee Reservation/County communities. The Utility offices are located at N700 Go Around Road at the Keshena Wastewater Treatment Facility. The Utility maintains and operates systems and facilities used in the delivery of these services as featured in the table below:

Service Location	Residential Water	Commercial Water	Residential Wastewater	Commercial Wastewater	Residential Electric	Commercial Electric
Keshena	314	62	314	62	-	-
Mid. Village	72	7	72	7	72	7
Neopit	210	19	210	19	-	-
Red Wing	21	-	-	-	-	-
Trail. Courts	17	-	-	-	-	-
Zoar	23	-	-	-	-	-
Totals:	657	88	596	88	72	7

For fiscal year 2019 the Utilities continues to work toward total compliance under the Administrative Orders of Consent from the EPA on the Middle Village wastewater treatment facility. The department has seen success in achieving compliance at this site and is looking forward to the new facility construction, which is currently being re-engineered to decrease costs and meet available budget, after all bids received far exceeded budget awards. Additional projects underway utilizing Indian Health Service and other federal funding includes the Trailer Court Wells, which is in process and should be complete next spring. Emergency Pump House repairs which occurred through the reservation was completed this year. The Middle Village Tower is currently receiving ongoing repairs to improve function and longevity. The Keshena Wastewater Treatment Faculty received emergency funding following a facility flood resultant of a multiple instrument failure and an intense storm. Funding was awarded but work has not yet begun on a Keshena wastewater project. The Utility also completed the replacement of two fire hydrants under the fire hydrant maintenance contract with Menominee Town and County.

To maintain federal compliance the Utility must undergo a sanitation facility survey, which covers both water and wastewater and assesses the overall operation and maintenance capability of the utility department. An increased score and capability, increases the likelihood of the Tribe being awarded funding for utility projects through Indian Health Service. The scores are assessed annually on scale from 1-16. The scores for the past six years are featured below and show marked improvement over the years.

***O&M Capability Score for
Community Projects***

	<i>Wastewater</i>	<i>Water</i>	<i>Total</i>
<i>Fiscal Year 2019</i>	13	14	27
<i>Fiscal Year 2018</i>	12	13	25
<i>Fiscal Year 2017</i>	11	11	22
<i>Fiscal Year 2016</i>	10	11	21
<i>Fiscal Year 2015</i>	8	11	19
<i>Fiscal Year 2014</i>	11	10	21

The Menominee Indian Tribe of Wisconsin received the reissuance of their five-year National Pollution Discharge and Elimination System permits for both the Wolf River Ranch and Keshena Wastewater Treatment Facilities on October 11, 2018. The permits have changes from previous years and include additional guidelines for the maintenance of the facility grounds and outlines the need for adequate staffing, metered readings, a FOG ordinance, and the need for an electronic maintenance system. All these needed improvements are expensive and stress the need for a more appropriate Utility rate for local consumers.

The Utility continually operates under financial constraints and relies on revenue to operate efficiently, which ultimately means protecting the overall health of the community. To increase revenue collection the Utility has continued working toward increasing profits through customer accountability which includes monthly delinquency checks and shut offs both occurring under current policy; which allows customers to arrange pay back agreements post service interruption. Through increased customer payment compliance, we are able to provide a better overall service to our customers.

Project Management Road Maintenance

Project Management: In accordance with Chapter 98 the Community Developments manages all tribal department construction projects. These services are provided through a senior project manager and two project managers who help plan, facilitate, and manage projects through an interdepartmental agreement that allows the managers to work under requesting projects. This past year the project management staff managed the following construction projects: completed under new contractors the Woodland Boys and Girls Club renovation, the completion of the Food Distribution Garage Addition, the Land of Menominee Sign across from Veteran's Park, seven roof replacements on tribal buildings, Menominee Tribal School remodel to allow for Early Childhood services on-site, continued punch list items to meet facility audit requirements at the Law Enforcement Center. In addition to the construction projects managers also worked with various stakeholders to research and plan for projects that have not occurred in FY19, they include the Keshena Falls Sturgeon Park, Keshena Mall driveway, various utility projects, the Chief Niwopet Park Project in White City, and the cell tower broad band project.

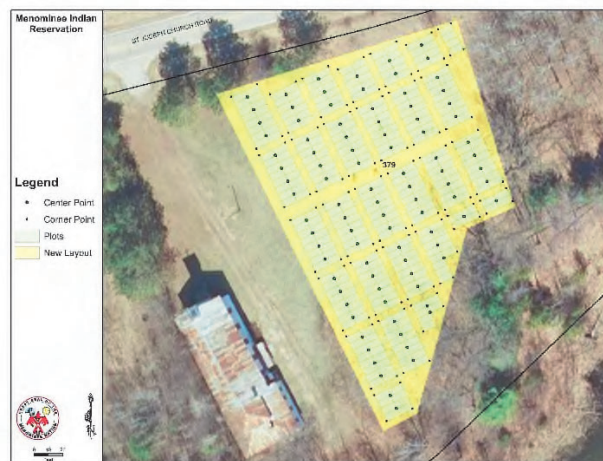
Road Maintenance: In accordance with Road Maintenance contracts/agreements the department administers all internal function of roadway maintenance through Community Development Labor staff and road maintenance contractors. Annual Road Maintenance contracts occurs with both Menominee County Highway Department (MCHD) and Menominee Tribal Enterprise (MTE) as sub-contractors to the

Tribe their responsibilities include providing all labor, services, equipment, tools, supplies, and materials to perform maintenance on roads, bridges, and appurtenances for official Indian Reservation Roads (IRR) open to public service.

Road Construction: The Road Construction program occurs across the reservation in accordance with the Tribal Transportation Program and Road maintenance contracts/agreements, and TTP agreement. This includes but is not limited to program administration, preparation of report data, budget analysis, proposal development, Road Work group facilitation, program analysis and research, working with Real Estate Services in maintaining rights-of-way/easements, if required coordinate and review permit use requests of natural resources with other departments, and any other duties as directed by the Tribal Chairperson, Tribal Administrator, and Tribal Legislature. Projects completed in FY19 include the completion of the Standing Pines Drive near the Menominee Casino Resort, border signage throughout the reservation, street lighting improvements in Neopit and Keshena, and parking lot striping at the Keshena Recreation Center and the CBRF. Road funding is currently being saved for the largest upcoming project which has taken years of preparation by the Community Development staff; the 47/55 Safety Project which will improve safety for all travelers from Dodge road to VV West. The planned improvements will include the addition of sidewalks, road and drainage improvements, new culvert placements, and the removal and burial of power lines in many areas. Due to difficulty in the attainment of all necessary right of ways, and the expanded scope of the project, the project will now occur over a two-year period of 2020 through 2021. Other projects which are planned and shelf ready include, School Zone Signs, Tower Drive, Rabbit Ridge Sidewalk, Maehnowesekiyah parking lot, Aging/CBRF parking lot, and Chief Little Wave sidewalk. The Tribe did submit a FY19 Tribal Transportation Program Safety Grant for the completion of Tower Drive and the School Zone and Pedestrian Safety signage.



Menominee Welcome Sign



St Joseph's Cemetery Addition



New Roof at Lending and Taxes Office



Retaining Wall at Land of the Menominee Sign

Category Description	COMMUNITY DEVELOPMENT/ UTILITIES FISCAL YEAR 2019 CONSOLIDATED BUDGET					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$100,138	\$211,187	\$462,000	\$14,000	\$2,125	\$ 789,450
Fringe Benefits	42,944	126,319	174,843	5,107	550	\$349,763
Travel			11,000			\$11,000
Training	605	3,516				\$4,121
Equipment			23,500	1,200		\$24,700
Supplies	23,213	36,725	38,031		3,451	\$101,420
Contractual	331,525	38,541	666,295		12,430	\$1,048,791
Utilities	137,301	323,860				\$461,161
Indirect Costs	37,951	58,960	75,116	2,593	1,044	\$175,664
Other Costs: (list below)			61,888	100	400	\$62,388
Totals ►	\$673,677	\$799,108	\$2,036,517	\$23,000	\$20,000	\$3,552,302
Fund/Totals Ratio:	18.96%	22.50%	57.33%	0.65%	0.56%	

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
	\$ -	\$ -	\$ -	
Real Estate		21,432		21,432
Keshena Transfer Site		2,949		2,949
Other Revenue/ Project Completion		79,448		79,448
Totals		\$103,828		\$ 103,828

Community Resources

Sue Blodgett, Director

The mission of the Community Resource Center (CRC) is to provide high quality job training, employment, labor market information, and income maintenance services. In FY19 the Community Resource Center operated the Income Maintenance Program, Food Share Employment and Training (FSET), Child Care SHARES, Tribal Temporary Assistance for Needy Families (TANF), Tribal ADRS and Public Law 102-477 Job Training programs. Staff consisted of eighteen (18) employees. These positions included: Community Resource Director, Assistant Director, two (2) Job Counselors, two (2) TANF Case Workers, three (3) Income Maintenance Case Workers, Food Share Employment and Training Case Worker, Recruitment and Training Coordinator, two (2) Administrative Assistants, Office Assistant, Maintenance/Housekeeper, Aging and Disability Resource Specialist and two (2) Youth Supervisors.

Income Maintenance/ FSET/ ADRS:

The Income Maintenance consist of: Food Share, Child Care, Badger Care, Medicaid, Long Term Care, Family Planning Waiver and other smaller subsets of the Health Care programs. These services reach out to all of Menominee County within our service area to include Native and Non-Native applicants. Enrolled tribal members living in neighboring communities (Shawano, Oconto) can request for their eligibility to be issued through our office as well. The Income Maintenance program currently has over 1,077 cases serving 2,303 people.

We strive to provide a quick turnaround for our clients for applications, changes and renewals to their case as we understand that they rely on these benefits to care for their families and we want to assure they are provided in a timely manner. Late in the fiscal year we had a resignation of one of our two IM Case Workers and were able to hire two new IM Case Workers with the assistance of awarded tribal funding. At the end of the fiscal year both Case Workers have successfully completed their 120 hour on-line training and are now starting to process cases. Same day appointments are accommodated as allowable to serve the client while they are on site so they do not need to return at another time. Lack of working phones make it difficult at times to reach clients for needed information and follow through.

The Director is an active member of the Wisconsin Tribal Income Maintenance and TANF Association that meets on a quarterly basis to discuss policy and changes to these two programs and advocates for clarity and equality for Tribes. These meetings are attended by Tribes from across the state as well as staff members from DHS, DCF and ACF that take our voice and concern back to the state level. Income Maintenance staff reviews changes announced through state memos to assure we are passing along accurate information to our clients.

Collaborative efforts take place with the Menominee Tribal Clinic, Menominee County Health and Human Services, Wolf River ADRC, Menominee Aging Department, Lakeland Care, Care Wisconsin, as well as local and out of the area medical and nursing home facilities to assure community member's eligibility needs are being met. Our IM Lead Case Worker continues to work collaboratively with Menominee Aging Care Managers on a regular basis to assure eligibility is determined accurately and all resources are accounted for.

The FSET program is a voluntary program to assist Food Share clients, between the ages of 18-49 that are not employed, an opportunity to seek employment and receive support from a Case Worker throughout the process. The IM Case Worker discuss the FSET program during Food Share interviews and encourage participation. The FSET Case Worker reaches out to all referred clients to explain the benefits of the program and encourage their participation in order to keep their benefits active. She meets with clients and develops an Employability Plan looking at any barriers they present and setting goals to overcome these to gain ongoing employment. During this process she is also able to assist with supportive services such as bus tickets, gas cards, work clothing and school fees. This past fiscal year she completed 34 orientations and had eighty-three (83) participants enroll, some of these are duplicates as clients leave and return to the program. Out of these forty-one (41) participants gained employment and were assisted with \$2,376 in supportive services. Participants were employed with the following entities: Menominee Casino, Menominee Transit, Menominee Health and Human Services, Save A Lot, Novolex, Wood Port Doors, Auto

Zone, Kids Klub, Walmart, UMOS, Home Health Care Services, Werner Electric Supply, Sorenson's, Labor Ready and AmeriCorps/Vista.

We collaborated with the following entities for job experience and training: Historic Preservation, Menominee Transit, Food Distribution, Dept. of Agriculture and Food Systems, Youth Services, Tribal Education, Save A Lot, Menominee Job Center, College of Menominee Nation, Menominee Vocational Rehabilitation, UMOS, Shawano Forward Services, Shawano and Oconto Human Services.

A few of our success stories include:

- A client began the program with many barriers as well as having difficulty reading and writing. A referral was made to Tribal Education and Menominee Vocational Rehabilitation for services. He worked diligently over the next few months keeping all scheduled appointments, working to overcome his legal and AODA barriers. Ongoing support was provided by FSET Case Worker including resume building, interview practice, transportation assistance, and a multi-phase job application including, application, screening, drug testing and health screen. He was able to obtain his driver's license, apply for and secured a full time job with benefit options with a Shawano business.
- A client began the FSET program looking for direction with family dynamics, career and life path direction. He was assigned to a work placement for his hours and was able to build on his work experience and job skills and this assisted him with building up his confidence to pursue a lifelong dream of working in the food industry and to pursue culinary school. This client began a Workfare Job Placement through the FSET Program at the Department of Agriculture and Food Systems and was later hired through AmeriCorps Vista with the same department sponsoring the internship placement. He has been able to attend and participate in various Indigenous Food Summits, Food Systems Conferences, held an Indigenous Food presentation/demonstration at Historic Preservation and the 2019 Veterans Powwow. He is receiving assistance from NIJI Capital Partners, Inc. to create his business plan and also plans to attend school in spring 2020 at Northeast Wisconsin Technical College in their Culinary Program.

Starting in October 2019 our County/Tribe along with others around the state will be exempt from clients having to participate in the FSET program to remain eligible for Food Share, due to our high unemployment rate. The IM Staff will continue to encourage participation as this is a great program for those seeking employment. This program will continue to be offered as a voluntary program for Food Share clients to participate in.

The Tribal Aging and Disability Resource Specialist (ADRS) position continues to grow as she is able to attend community events and provide outreach efforts to share information about the program and the services she can offer. She is able to provide information and counseling to area disabled and elder individuals and assist them to access the services they are eligible for. She is certified to complete the needed Functional Screens with elders to approve them for Long Term Care Services. She then assists them in completing needed application and gathering of documentation for submission to the Income Maintenance program for financial eligibility if needed. Once these are determined she offers them the options for service providers and the client is in charge of making the decision for a care provider that meets their needs and wants. Sometimes this is Menominee Tribal Aging and sometimes it is Lakeland Care. The ADRS works closely with the Wolf River ADRC and the Tribal Disability Benefits Specialist Program through Great Lakes Intertribal for client assistance in application and approval.

This past fiscal year the Tribal ADRS has provided the following services to clients:

- Completed 31 Functional Screens
 - 16 qualified for Long Term Care and were enrolled in services.
 - 11 did not qualify as needy
 - 4 clients were qualified but were undecided and did not enroll, these clients would have had to pay a cost share due to income and did not want to enroll.
- Attended 2 Transitional Fairs and the Disability Walk to share information about the program.

Through Time on Task reporting we were able to receive a federal match of \$24,242 to supplement this program.

TANF:

The Tribal TANF program is designed to assist low income families work towards self-sufficiency. This program is similar to the State W2 program but is tailored specifically to meet the needs of our community members. This process includes overcoming barriers to employment, gaining job readiness skills, job training and in some cases work experience placements.

The TANF program has five main goals they strive to achieve through the operation of the program:

- 1.) To reduce the overall costs of public assistance by promoting work as a means of family support;
- 2.) To promote individual employability of TANF recipients through close collaboration and coordination between the TANF Program, PL 102-477 Program, Education Department, and other Tribal programs;
- 3.) To reduce generational dependency on public assistance through the development and awareness of work ethics and their value to individuals, their children and the community;
- 4.) To decrease specific barriers to employment such as drug and alcohol dependency by establishing drug testing as one of the necessary eligibility requirements for TANF benefits, and referrals to AODA evaluation and treatment, and
- 5.) Promote self-esteem, independence and self sufficiency.

The TANF program service area is limited to the geographical boundaries of the Menominee Reservation and Menominee County including Middle Village. Eligibility for TANF benefits are based on the Department of Health and Human Service Poverty Guidelines at or below 185% FPL for eligibility and is available to Native and Non-Native individuals residing within our service area for the last 30 days.

Our Tribal TANF program is designed to assist needy families within our community to work towards self-sufficiency. Each client is assigned to a Case Worker who will work one on one with the client to create an individual plan. This plan will include goals for the client to work towards that will assist them with the final goal of securing employment and becoming self-sufficient for their family. One on one client orientation is held with the Case Workers to explain the dynamics of the program to the new clients and plans are developed to meet the individual needs of each family to remain flexible as well as ongoing meetings.

Monthly cash benefits were provided totaling \$97,429 and an additional \$30,684.79 in supportive services provided to these families this past year. Supportive services are provided to assist families with various needs during their time on TANF to allow them to concentrate on goals being worked on while keeping their basic needs met. Bus tickets and gas cards are the most widely used to assist with transportation needs. Some families were assisted with additional bus passes for their children so they are able to attend school in Shawano on a regular basis. Additional bus tickets were purchased for those clients needing to use a special route due to their location and/or work schedules. The next two most widely used supportive services are for utility bills and minor car repairs/tire replacement for necessary improvements. All supportive services are reviewed on an individual basis for need and case compliance. Clients meet with their Case Worker on at least a monthly basis to discuss their progress and needs and to review their personal employability plans. Clients are required to submit weekly participation and a monthly change report form to assure they remain in compliance.

Once clients become employed and are no longer eligible for a monthly benefit they are given the option to stay on as a Transitional client. During the next 12 months our Case Workers are available to provide guidance and assistance to the clients to support them to remain employed. Gas cards to get to work during the first few months of employment are a key support to assure clients can make it to work each day while adjusting to their new job. Clients are also assisted with work clothing, shoes, car repairs and bus passes. In the past fiscal year 8 clients took advantage of these services and were provided with up to 12 additional months of support from their worker and supportive services.

Diversiory assistance in the amount of \$69,300 was expended this year to 33 working families, an increase from the prior year. This assistance is designed to help working families that are at or below the 185% of Federal Poverty Level. When working part time or at low wages it makes it difficult to make ends meet sometimes especially when the unexpected happens such as car repairs or medical issues. This program is open for use by individuals one time in a twelve-month period and for a total of five times (5 years). This program has been a valuable resource for many working families and allows them to continue with their employment and get through some hard times without quitting work and becoming totally dependent on economic supports.

Work Experience contracts are a key aspect for our TANF program which allows those clients that have overcome their barriers to be placed in a job placement to gain experience and/or be hired on after contract. This past year we worked jointly with the following departments to provide 2 clients with job experience in a paid or non-paid placement to gain the experience needed to increase their employability: Department of Food and Agriculture and Community Development.

Extra incentives for continued job completion, finishing HS diplomas or secondary schooling are also available to clients as well as monthly incentive gift baskets for completing all needed paperwork and hours monthly.

A monthly training calendar is developed for our clients and the community by the Recruitment and Training Coordinator. Various topics are presented each month to offer a wide range of activities and information. Topics range from educational, employment related, job training activities, work ready skills, crafts (beading, sewing, regalia making), and nutrition education as well as offsite activities. This calendar is made possible with collaboration between many departments including: many Menominee Indian Tribal Departments, UW Extension Office, Menominee Job Center, and College of Menominee Nation just to name a few. This year we continued our collaboration with Diane Hieptas from the Menominee Tribal Clinic, Myrna Warrington and Gina Washinawatok to continue the Trauma Informed Care and ACES work within the community. This calendar is open to all clients and the community as a whole to utilize.

Some of our highlighted successes of the TANF program this year include:

- 4 clients obtained part time employment throughout the fiscal year.
- 4 client obtained full time employment throughout the fiscal year.
- 4 clients obtained their probationary drivers' license or paid fines to become reinstated.
- 4 clients completed their initial assessment and began their AODA treatment plans.
- 1 client completed their Bachelor's Degree.
- 3 clients obtained reliable and appropriate housing.
- 1 client obtained reliable child care so they could actively participate in the program.
- TANF Case Worker was scheduled to complete training of "Real Colors" for all new hires in collaboration with the Human Resource Department. This training helps people understand the differences in people and to learn to work together in positive ways. By understanding the different ways of thinking and processing information we can be a more caring/positive work environment that focuses on employees' positive qualities and uses them to the advantage of the group to be more productive.
- Hosted a Smart Connections event in conjunction with the MISD and Head Start to boost enrollment with our TANF families. This event was well attended and many families continue to attend the monthly events held at KPS.

Our TANF families have been challenged this year by the lack of available child care in the community as well as housing shortages. Many families have had to be exempt from participation due to not being able to obtain acceptable child care for their children. We do require all clients to be on the waiting list at the Tribal Child Care and Head Start programs but some of the clients have been on the list a long time before being approved. This lack of child care has had a negative effect on our Work Participation Rate but we are still within our required federal guidelines. We have brought this to the attention of our Federal ACF staff as a discussion topic and awareness throughout Indian Country.

Public Law 102-477:

The Menominee Indian Tribe's Public Law 102-477 Plan includes the Workforce Investment Act (WIA), Adult and Youth Comprehensive and Native Employment Works (NEW) funding. Services are designated for youth and adults, including individuals that have been recently placed on lay-off.

Eligibility for Public Law 102-477 services requires the individual to be "Native American" or "American Indian". The 477 Program has established a definition of this to be anyone who is: (1) an enrolled member of the Menominee Indian Tribe (2) an enrolled member of a federally-recognized Indian Tribe or (3) ¼ or more of Indian, Alaska Native or Native Hawaiian descent; or (4) a direct descendant of an enrolled Menominee member or an enrolled member of any other Federally recognized Tribe. Additional eligibility requirements include that the participant must also be: (1) economically disadvantaged; or (2) unemployed; or (3) under-employed. Adult applicants must be age 18 or older, while youth applicants can be between the ages of 14-24 years. All eligible applicants must reside within the service area of on or near the Menominee Indian Reservation. Off reservation eligibility is open to Menominee Indian Tribe enrolled members or 1st descendants only.

The Job Counselors average is a case load of 75 clients a month. Clients meet with their Job Counselor to complete an Employability Plan, which lays a course for the client, outlining activities for them to complete to work towards their goal of education and/or employment. Milestones are reached and achieved along the way and new goals are set. This program is a voluntary program that offers no monthly benefit but does offer supportive services that are employment or education related, to overcome barriers. These requests range from bus passes, gas cards, AODA assessment, minor car repairs, tire replacement, driver's license fees, car registration, post-secondary education fees, professional license fees, minor tools/equipment and interview/work clothes and shoes. We also worked with two clients to develop a business plan for startup small businesses. Each client is assisted with a variety of needs to assure they are work ready on a case by case basis. Clients were assisted with over \$20,000 of supportive service needs.

A few of our highlighted successes of the 477 program this year include:

- 15 clients obtained part time employment.
- 14 clients obtained full time employment.
- 1 clients successfully completed the AODA program.
- 2 clients completed their Administrative Assistant Certification from CMN.
- 1 client assisted with class fees for EMT training through NWTC.
- 1 client completed the Nurse Aid program through NWTC and completed her WI Nurse Aid Registry.
- 1 client served as a full time AmeriCorps worker with Department of Food and Agriculture.
- Job Counselor continue monthly presentations to inmates at Menominee Tribal Jail, explaining our programs and topics of interest to those in attendance.
- Collaborated with the UMOS program to assist their new hires with needed supportive services such as work boots and protective clothing as this is not a service that program offers. These individuals became dual clients and were able to access more services without duplication.

Work Experience contracts for our clients have assisted them to overcome their barriers and become ready for employment. The Job Counselors work with area departments to secure job placements for hire utilizing our Interdepartmental Contract. Most of these jobs are entry level positions within the Tribe where clients will work a set number of hours between 20 and 40 and be paid a comparable wage during their training period. While our program pays at the rate of minimum wage for these contracts the departments are encouraged to supplement the wage to bring the client up to the given rate for the position they are filling. This past year 5 of the 7 positions were supplemented by the employers.

Many of our clients have little or no employment history and these placements give them the needed verifiable work history needed for job application requirements. Job Counselors work closely with the clients to monitor the client's growth in the position and assist with needed changes to assure the job is a good fit for the client. At the end of the contract the employer has the option to hire the client into a regular part time or full time position.

This past year we have worked closely with the following departments: Department of Food and Agriculture, Tribal Utilities, Tribal Elections Commission Office, Food Distribution, Transit, Early Childhood Services, and Community Development. We also collaborated with Menominee Job Center and Bay Area Workforce Development to hold an event to assist those affected by the Tribal layoffs in September.

Our staff is always looking for new opportunities for our clients to become trained and employed. Our unemployment rate although it has improved, remains to be one of the highest in the state. The need for additional full time employment opportunities for our clients is great. Part time and on-call wages are not sufficient to allow for a livable wage. Transportation remains an ongoing issue for clients as well as having a workable phone to receive messages for possible job offers and follow through. These are two areas that we have been able to assist clients to overcome.

We continue to utilize our Inter-Departmental Agreement with the Menominee Casino Resort to provide subsidized employment for newly hired employees who are clients of our program. This allows our program to pay a training wage upon hire for a short term contract to assist the casino with this expense and give our clients a head start. The casino supplements the remainder of the wage. This past fiscal year a total of \$1,955.69 was reimbursed to the Menominee Casino Resort for training wages.

Collaboration continues with Deb Buckley representing the NEW Curative Rehabilitation-Senior Service Program which serves elders, over the age of 55 that are looking for employment. This program is operated under a USDOL grant in cooperation with Senior Service America, Inc. Deb is encouraged to utilize our office building for onsite meeting with clients from our community as her office is not located here but she services our community. She has been able to assist two of our elders in securing employment and accessing services available to them this past year.

Summer Work Experience

Summer Work Experience services are available to youth between the ages of 14 to 24 who are “Native American” or “American Indian” and economically disadvantaged. Services to youth include: paid work experiences, educational trainings, assistance with resume creation, and leadership development.

This past summer the Community Resource Center accepted applications for our work program separately from the Youth Services program, we received seventy-one (71) complete applications and all were hired into a placement. Sixty-three (63) youth successfully completed the entire 6 week program. Fifty-six (56) of these youth completed at least 85% of their allowed hours. Five (5) youth were terminated from the program due to poor attendance and three (3) withdrew their application. Two (2) found work elsewhere and one (1) for medical issues. We had two (2) youth workers gain continued employment with the Menominee Casino at the succession of our program.

All youth participated in a 6-week Summer Work Experience Program. Two Youth Supervisors were hired on a temporary basis to provide supervision to the youth. They worked with the Recruitment and Training Coordinator to plan and execute this 6-week program. The youth ranged in age from 14-24 and were placed within local departments to gain work experience and job readiness skills. The youth participated at their work sites for 16 hours each week and also completed 4 hours of training each week.

We partnered with Human Resources who offered Junior Achievement Youth Training for our weekly training sessions. This was a great partnership.

The 2019 College Intern program was designed to give participants opportunity to engage in employment and educational environments to encourage self-sufficiency in preparation for the future labor force. The intent of the program was also to provide flexibility, responsibility to self and others, and to encourage early communication.

The Assistant Director coordinated and mentored seven (7) College Intern students with monies made possible through the P.L. 102-477 Job Training Program. Of the seven, six interns successfully completed 220 on the job work hours and 18 educational hours. To assist to provide productive and concrete

feedback to the intern, site supervisors were given a work matrix called “Work Readiness Tool” to implement and evaluate performance measures through ten foundations skills in the areas of Attendance, Punctuality, Workplace Appearance, Taking Initiative, Quality of Work, Communication Skills, Teamwork, Problem Solving/Critical Thinking, Workplace Culture, Policy and Safety. Educational training consisted of Program Orientation, Career Inventory, Work Ethics, Behavioral Expectations and AIDS/HIV awareness. At the end of the program each Intern presented a PowerPoint of their learning and work experiences to a group of their peers, site supervisors and CRC staff.

Annual Updates

This past year our staff has been very active on the Community Engagement Committee. We have two staff that attend regularly and are a part of separate 90 Day Work plans. These plans include: Kapaemeh-tonenaw (formerly Fostering Futures), Culture Camp, Increasing Participation in CEC, and Tribal Justice Strategic Planning. These meetings allow us to get a bigger picture of what is happening in the community and where our services can assist. By working together towards a common goal while combining resources and reducing duplication we are able to make the best use of our funding dollars. These meetings also allow us to review our own program and make adjustments to how we work with clients to assure we are functioning in a Trauma Informed Way.

Our department continued to participate in the implementation of the MPOWR program that has been designed for the Tribe to be able to share limited information between departments. We have been trained on accessing the information and making updates to the system as we become aware of them. This tool will serve helpful to track our clients and keep their information up to date, as well as get a bigger picture of the programs they are working with to see how we can collaborate efforts and eliminate multiple responsibilities to many programs.

Staff have been actively participating in the Addiction Education Forums presented by Maehnowesekiyah to stay abreast of information pertinent to our clients and community. We had a group staff training on Narcan and have it available for use at our front desk and a traveling kit for home visits completed by Case Workers. Safety of our staff is of utmost importance.

Community Participation/Collaboration

The Community Resource Center provided financial assistance and/or personnel for the following community events/activities during this fiscal year: Culture Camp, Sturgeon Feast, Sobriety Pow Wow, Youth Olympics, Night out against Crime, Breakfast with Santa, Menominee Nation Pow Wow, Color Run and the Senior Banquet.

Members of our staff participate in the following committees/activities: Community Engagement Committee, Labor and Education Committee, Fostering Futures Advisory Council, Youth Services Providers, Toys for Tots, Youth Olympics and Night out against Crime.

We held our 8th Annual Haunted Hallway October 2018. This event is planned and executed by a joint effort between staff, clients and community members. No federal or Tribal funding is used to sponsor this event. We accept donations of items to loan or use and participants use their imagination and donated items to create a fun evening for the community. This year our focus for fund raising was Keshena Animal Help and Rescue and the Menominee Veterans Association as well as two church pantries. The event was offered for two evenings to increase availability for the community to participate. Admissions this year was \$3. Over the two evenings we had 577 community members visit the event. A total of \$1,731.00 was brought in from admission. A total of \$550 each was donated to Keshena Animal Help and Rescue and the Menominee Veterans. Another \$368 was used to purchase hygiene products for St. Anthony’s and St. Michael’s food pantries. The remaining funds will be used as seed money for next year’s event to restock props and items needed.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ -	\$ -	\$ 755,100	\$ 187,411	\$ -	\$ 942,511
Fringe Benefits			\$ 319,319	\$ 128,258		\$ 447,577
Travel						\$ -
Training			\$ 24,000	\$ 6,037		\$ 30,037
Equipment			\$ 7,000	\$ 722		\$ 7,722
Supplies			\$ 14,000	\$ 1,600		\$ 15,600
Contractual			\$ 10,000	\$ 2,000		\$ 12,000
Utilities			\$ 2,500	\$ 500		\$ 3,000
Indirect Costs			\$ 121,100	\$ 47,218		\$ 168,318
Other Costs: (list below)						\$ -
Direct Assistance			\$ 106,880			\$ 106,880
Building Maintenance			\$ 28,000			\$ 28,000
Supportive Services			\$ 73,800	\$ 23,491		\$ 97,291
Insurance			\$ 7,770			\$ 7,770
Vehicle Costs			\$ 12,000			\$ 12,000
Program Act/Incentives			\$ 37,500			\$ 37,500
Educational Stipends			\$ 10,500			\$ 10,500
Totals ►	\$ -	\$ -	\$ 1,529,469	\$ 397,237	\$ -	\$ 1,926,706
Fund/Totals Ratio:	N/A	N/A	79.38%	20.62%	N/A	

Conservation

Carrie Waukau-Grignon, Interim Director

Staffing includes (1) Director, (1) Senior Conservation Warden, (3) Conservation Wardens, (1) CTAS Conservation Warden (Coordinated Tribal Assistance Solicitation) TFT and (1) Administrative Secretary. It is with great adoration that the Conservation Staff recognize former Director, Walter J. Cox for his twenty-nine years of service to protecting the natural resources of the Menominee Indian Tribe and wish him well on his retirement.

GOAL:

This program will achieve the objectives listed in the Statement of Work as provided in the Rights Protection Contract. Those objectives specifically include administrative duties, Conservation Law Enforcement, Outreach and Education, assistance with the Fish and Wildlife Management and Environmental Quality Services. These shall be carried out by means of patrol, investigation of complaints, and issuance of citations, presentations, and in-service training.

CONSERVATION LAW ENFORCEMENT STATISTICS

	2019	2018	2017
Reportable Incidents	1644	1016	1146
Citations Issued	47	52	37
Warnings Issued	49	35	20
Complaints Received	150	154	134
Interagency Assists	140	98	90
In-service Hours	406	302	427

Permit/ID checks	252	139	117
Investigations	78	82	127
Court Appearances	14	19	14
Meetings Attended	163	120	127

Administrative: Administratively, the Conservation Department provides service to the public by issuing 6,095 game tags to enrolled members, descendants and spouses.

GAME HARVEST REGISTRATIONS

	2019	2018	2017
White tail deer Bucks	234	290	280
White tail deer Does	118	159	126
Black Bear	14	17	21
Spring Turkey	7	4	17
Fall Turkey	4	5	0
Fisher	0	2	1
Bobcat	2	1	0
Otter	2	6	6
Sturgeon	0	0	2

The Conservation Department is currently in the second of a seven-year lease for office space at the Culture Building on the College of Menominee Nation campus. The department currently plans to remain at CMN for remainder of lease term, with hope to plan for a natural resource complex sometime in the future. The department budget consists of BIA funds, Tribal and State.

Enforcement:

Enforcement duties include patrol of approximately 235,000-forested acres of sustained yield land, including an estimated 80 named lakes, and roughly 300 miles of trout streams. The primary focus is to enforce treaty rights and provide protection of Tribal natural resources. Conservation Officers enforce Federal Laws and Tribal Codes to provide protection of resources and encroachment from outside threats. Wardens also assist the Menominee Tribal Police and Menominee County Sheriff's Department when necessary. Other collaborative agencies include the US Fish and Wildlife Service, US Forest Service, and WDNR (Wisconsin Department of Natural Resources) and the Raptor Education Group Inc.

The Department continued to work on the development of internal policies for Conservation Law Enforcement. Department staff worked diligently and now have a substantial list of approved policies in place. These policies required approval of the Tribal Administrative Committee and Law Enforcement and Resource Protection Committee.

Conservation Warden In-Service Training FY2019

- Indian Police Academy law enforcement graduate
- Hunter Education Instructor Training
- Semi-Annual Firearms Qualifications
- First Aid and CPR
- Narcan
- WDNR Boating Safety
- Physical Efficiency Battery
- Firearm Instructor training

CONSERVATION INTERNAL POLICIES FY 2019

- Physical Fitness (approved)
- Citizen Rights and Confidentiality (approved)
- Uniform Appearance & Equipment Standards (approved)
- Body Worn Audio and Video Recording Device (approved)
- Weapons Training and Qualifications (approved)
- Vehicle Equipment and Maintenance (approved)

- Vehicle Use (approved)
- Naloxone - Narcon (approved)
- Use of Force (approved)
- Evidence Collection, property preservation and unclaimed property (approved)
- Appearances in Court (approved)
- Traffic Enforcement (approved)
- Impound and Towing (approved)
- Pursuit (approved)
- In-car Video (approved)
- Ride-Along (approved)
- Social Media (approved)

Outreach & Education:

The Department does their best to provide information to the general public on safety, hunting, fishing, trapping and gathering regulations, program functions, and other laws relating to the natural resources. Conservation is proud of the ongoing safety programs that we provide and the close partnership that has been created with the State of Wisconsin DNR Safety Educator.

In FY 2019 will be the twenty-sixth year for hunter education and we are grateful for our dedicated volunteers that help us each year to teach hunters education to our youth and community member . Hunter education is statistically proven to save lives and prevent accidents. All-terrain vehicle safety is not as popular as hunter education; however, statistics indicate the course prevents accidents. The Tribe received a four-year COPS (Community Oriented Policing Services) grant to hire a Warden who will focus efforts on providing different aspects of safety education to the community.

Community Related Activities & Outreach Events:

- Hunter Education
- Informational Outreach (Hunting, Fishing, Trapping, Gathering & Wild Ginseng)
- National Night Out Against Crime
- Wild Ginseng Presentation - WDNR (Wisconsin Department of Natural Resources) & USFWS (US Fish & Wildlife Service)
- Annual General Council
- Community Engagement
- Outdoor Survival skills
- Animal and Track Identification
- Shawano/Menominee Counties Transition Fair
- Menominee Sturgeon Guard Program
- College of Menominee Nation Youth Mentorship Ride-Along
- MITW Culture Camp
- Tour of UW Stevens Point Natural Resources

Conservation Committees & Meetings:

- Law Enforcement & Resource Protection Committee
- Menominee Conservation Commission
- Emergency Management Committee
- Great Lakes Indian Fish & Wildlife Commission
- METP (Menominee Tribal Police)
- MESO (Menominee County Sheriff's Department)
- FBI Collaboration
- Tribal Agriculture and Forestry Committee
- MTE Forestry (Menominee Tribal Enterprise)
- BIA – MTE Fire Operations
- LaMotte Lake Landing Agreement
- Legend Lake Protection District
- Menominee Tribal Legislature
- Legislative Community Meetings
- COPs Grant Quarterly Reporting

- 4H Outreach
- Wild Ginseng Regulatory Workgroup
- Boat Patrol
- St. Michaels Festival Planning
- Internal Audit
- Directors Meeting
- Conservation Staff/Squad Meeting

Fish and Wildlife:

Conservation staff assists Environmental Services with fish and wildlife surveys and data collection. The department also assists with nuisance animals; especially spring and summer black bear calls and complaints.

Fish and Wildlife Surveys & Calls:

- White-Tailed Deer Pellet Count
- Ruffed Grouse
- Sandhill Crane
- Lake Sturgeon Management
- Beaver Management & Population Control
- Assist with Nuisance Animal Calls & Complaints

Environmental Quality:

Efforts are ongoing to protect our Tribal forest, lakes and streams. It has become more and more evident, the need for recognition and attention for efforts in environmental enforcement and protection of our natural resources. Department staff worked with Tribal Administration, Environmental Services, Community Development, Menominee Tribal Police, and Emergency Management to address abandoned homes and junk vehicle on the Reservation. Special efforts from Conservation were directed at cataloging mobile homes that present environmental and health concerns. Other matters and efforts included outreach and education regarding the effects of lead bullets on wildlife and human consumption of game. The Menominee Conservation Commission arranged for the US Fish & Wildlife Raptor Education Group Inc. to provide information regarding the use of lead for hunting and fishing.

Environmental Enforcement and Protection Efforts:

- Issue Citations for Tribal Code Violations
- Investigate and Enforce Surface Water Code Violations
- Investigate and Enforce Solid Waste Violations
- Work with the Menominee Conservation Commission & Enforcement & Resource Protection Committee to Develop Stronger Codes and Regulations
- Provide Education and Public Outreach

Early Childhood Services

Gary Pyawasay, Director

Early Childhood Services continues to provide early education services and a host of other services to children and families living on the Menominee Reservation and surrounding areas. The program is in a continual stage of improvement as we strive to provide the best possible services and resources to our youngest community members and their families. Early Childhood Services does not provide these services alone and relies on community partnerships with many Tribal and non-Tribal agencies in efforts to give children a comprehensive early education experience that focuses on the whole child and their family. The programs located within our department are Head Start, Early Head Start, Day Care and Pregnant Mothers.

Day Care

Mission: Menominee Early Childhood Services-Day Care's mission is to help children develop positive self-image while growing physically, emotionally and intellectually in a positive direction. The purpose of

Early Childhood Services-Day Care is to provide Day Care Services with preschool activities along with a specialized program for families in need of Respite Care.

Service Area:	There is no designated service area where children and families must reside in order to receive services.
Ages Served:	Six weeks through 12 years
Eligibility:	There are no specific eligibility requirements to receive services. However, in order to receive a child care subsidy there are certain eligibility requirements that must be met as specific to each funding source. The two subsidy programs available to Day Care clients are the Child Care Development Funds grant and Wisconsin Shares Program.

FY19 Services:

Day Care served a total of 98 children from 59 families in FY19. In addition to providing the day-to-day early education/child care services and Menominee Language instruction, the program also holds activities aimed at increasing parent and community involvement at the center. In FY19 the program held the following family/community involvement activities: Monster Mash Halloween Party, Thanksgiving Social, Santa Visit, Easter Egg Coloring Event, Mother's Day Social, Father's Day Social, Grandparent's Social and Safety Fair. Also, special needs services (i.e. speech and language services, occupational therapy etc.) are available to the children on an as needed basis as a part of their Day Care programming.

Menominee Language Immersion Classrooms: ECS continued to provide Menominee language immersion services in two of its Day Care classrooms in FY19. The program began the year with five total Immersion Teachers in the department providing Menominee Language immersion services to 16 infants/toddlers. By the end of FY19 (due to children in those rooms getting older) we were able to increase the number of children served to 18. Beginning in program year 2020-21 ECS is planning to convert one of its 3 year old Head Start rooms into a Menominee language immersion classroom to accommodate the children who were in the initial cohort of babies when this program was started in September of 2017. Also, these classrooms continue to garner a significant amount of interest across with numerous Tribes and state/federal officials working with the Menominee Language and Culture Commission to visit the rooms and hear the story of how these rooms came to be.

Health Screenings: Children receiving full-day services during the school year were again provided with health screenings through an agreement with the Tribal Clinic. These children received the following screenings performed by medical professionals: height/weight, hearing, vision and dental. These are the same screenings ECS is required to provide to Head Start children and the specific screening measures are detailed later in this report.

Respite Care: The Tribal Day Care has an agreement with Tribal Social Services and Maehnowesekiyah Domestic Violence Shelter to work in collaboration to provide family based child welfare services to support families who have experienced domestic violence related trauma and to prevent and treat child abuse/neglect through crisis respite child care services. This is achieved by providing education, outreach and supportive services for families who have experienced violence and trauma in their lives. Supportive services are provided through weekly meetings that parents have with the referral team. The referral team consists of the Center Director from the Day Care, Social Worker from Tribal Social Services and the Children's Advocate from Maehnowesekiyah Domestic Violence Program. Numbers served were down this year with one child from one family provided with these services in FY19. This was due a decreased need along with changes in grant requirements which do not allow for the payment of child care fees to keep empty slots for families in need of these services and that do not qualify for the subsidy programs. Another funding source is being considered in hopes we can reinstitute this practice to allow the program to designate one or two slots to be used only for respite services and thus be readily available for families in need.

Social Emotional/Screeners: In the spring of 2019 the Day Care began providing mental health screenings to children receiving full day services. Teachers worked with parents to complete the Ages and Stages: Social/Emotional (ASQ-SE) screener which is used to assess each child's mental health. Day Care staff was fortunate to not have to start the process from scratch as the process used has been in operation at the Head Start/Early Head Start program since 2005; the Health/Nutrition/Safety Manager has played an integral role in this implementation process as she is a certified ASQ-SE trainer and leads the process at all three ECS centers. The next step in the process will be to provide a developmental assessment to Day Care children which is scheduled to begin in FY20.

Trauma Smart Training: In FY19, the Day Care used many of its in-service days and half days to provide Trauma Smart training to new hires. This Trauma Smart model has been adopted by the Head Start/Early Head Start, Menominee Indian School District and Menominee Tribal School to provide trauma responsive services to children and families of our community. The program would like to thank Youth Services for allowing the use of former ECS employee Lindsay Besaw to provide these trainings. Zoie Fossum, Family Service Manager has since become certified to provide these trainings to ECS employees. Also ECS remains committed to its partnership to provide Smart Connections parent trainings which are detailed later in this report.

Items for FY20

Menominee Language Immersion: As of the date of this report the program is working with Menominee Language and Culture Commission and Tribal Administration to expand the language immersion program with two additional classrooms. The first classroom will be through the addition of a full language immersion classroom where infants and young toddlers will be targeted for services. The second room will be in the dual language format where a certified Language Immersion Teacher will pair with a Classroom Teacher to provide child care services in both Menominee and English language. With these additions, 36 children will be receiving full or dual language immersion services from nine certified Immersion Teachers. ECS will also be working with the Menominee Language and Culture Commission in the development of a Day Camp concept to serve immersion students in the summer months when Head Start is out of session. A day camp is a licensed location that provides child care services in a format that is not done in a center-based setting, but rather in the outdoors.

Developmental Screener: Building off the implementation of the social emotional screener in FY19, Day Care is planning to implement a developmental screener in FY20 for children receiving full day services at the center. Day Care staff will use the screener and process that has been used in the Head Start/Early Head Start program to measure developmental functioning for each child in areas of communication, gross motor skills, fine motor skills, problem solving, and personal-social skills. The Ages and Stages Questionnaire-3 (ASQ-3) will be the screener completed in a partnership between teachers and parents. The benefit of using both the ASQ-SE and ASQ-3 is finding those children that would benefit from in-depth evaluation for developmental delays.

Head Start/Early Head Start

Mission: Menominee Early Childhood Services-Head Start/Early Head Start believes that a child can benefit from a comprehensive Early Childhood program that promotes healthy development through Head Start/Early Head Start staff, parents and the community. By working together, we can develop a child's abilities to their greatest potential so that each child may show confidence in their abilities to go forward in pursuit of a full and successful life.

Service Area: Head Start/Early Head Start may only serve children in its service area which includes Menominee Indian Reservation/County and surrounding communities including the city of Shawano, Gresham, Suring, Cecil and Middle Village. There may be instances where the program can serve children in areas outside this service area pending approval of Head Start programs in that area and the Office of Head Start.

Ages Served: Six weeks through five years of age and expectant mothers

Eligibility: While Head Start is designed to serve low-income children and families, the Head Start Performance Standards allow Tribal programs to serve up to 49% over-income children and families. Head Start/Early Head Start ensures that children who are from low-income families and children with disabilities receive priority in enrollment as per federal regulations.

Funded Enrollment: 179 Head Start children (ages 3-5)
52 Early Head Start children (age six weeks to three years)
14 Pregnant Mothers (pre-natal and post-natal services for expectant mothers)

As per the Head Start Act (as amended December 12, 2007), the following is being reported for Program Year 2018/19:

1. Total amount of public and private funds received and the amount from each source as well as what was expended for the life of the grant/budget. (This info is from the grant specific FY19 which for some differ from the Tribal Fiscal year of October 1 to September 30).

- Department of Health and Human Services, Administration for Children and Families, Head Start/Early Head Start Grant. Awarded: \$1,881,770; Expended \$1,878,639.26.
- Bureau of Indian Affairs Part B. Awarded: \$115,260; Expended \$115,260
- Bureau of Indian Affairs Part C. Awarded: \$7,640.; Expended \$7,640
- Wisconsin Department of Public Instruction Head Start Grant. Awarded: \$60,912; Expended \$60,912
- Wisconsin Department of Public Instruction Child and Adult Care Food Program. Awarded: \$289,455.35; Expended \$245,979.36
- Menominee Indian Tribe of Wisconsin. \$531,708; Expended \$528,036.41
- Wisconsin Health and Human Services Tribal Birth to Three Grant: Awarded: \$10,000 Expended: \$6,895.19
- Wisconsin Department of Public Instruction Language Revitalization: Awarded: \$18,000; Expended: \$17,605.39

2. An explanation of budgetary expenditures and proposed budget for the fiscal year

- Department of Health and Human Services, Administration for Children and Families, Head Start/Early Head Start Grant. This is the main source of funding and is spent according to an approved budget. The budget is approved by the Policy Council and includes expenses for salaries, fringe benefits, supplies, direct operational costs, and indirect costs. This funding runs out in the April/May months each program year at which point, supplemental funding from the Tribe assists with maintaining the program. FY20 award: \$1,914,380
- Bureau of Indian Affairs Part B: This funding is for age groups 3-5 years and is used to provide free and appropriate public instruction for children with disabilities. Expenses include salaries and fringe benefits. Anticipated FY20 award: \$115,260
- Bureau of Indian Affairs Part C: This funding is for age groups birth to 3 years for the early identification of infants and toddlers who are at risk of developmental delay if early intervention services are not provided. Expenses include salaries and fringe benefits. Anticipated FY20 award: \$7,640
- Wisconsin Department of Public Instruction Head Start Grant: This supplemental grant provided experience to preschool children who would otherwise be on waiting lists to receive the federal Head Start program. Expenses include salaries, fringe, transportation services and classroom supplies. FY20 award: \$60,912
- Wisconsin Department of Public Instruction Child and Adult Care Food Program: This funding provides reimbursement for breakfast, lunch, and a snack for every child enrolled in the program. Expenses include personnel, fringe, administrative, supplies, and indirect cost. This funding is shared with the Tribal Day Care. FY20 award: \$313,196.80
- Menominee Indian Tribe of Wisconsin: This is supplemental funding to assist the program in service delivery. Expenses include personnel, fringe, supplies, operating costs, contractual food services cash match and indirect costs. FY20 award: \$823,424

- Wisconsin Department of Health Services Birth to Three Tribal Grant Funding: This funding is used to increase awareness, access and use of early intervention services for American Indian children with developmental delays and their families in Tribal communities. The funding will be used to purchase developmental slide charts for parents, purchase incentives for Child Find events, and salary and fringe for planning /coordination of these events. This funding is shared with the Tribal Day Care. FY20 award: \$10,000
- Wisconsin Department of Public Instruction Language Revitalization: This funding is used for language activities related to providing instruction in our Menominee language as curricular or co-curricular offerings including, but not limited to, curriculum design, creation of appropriate assessment instruments, professional development activities, language-focused parent and community engagement activities, instructional delivery, and program evaluation. Specific plans for these funds are Menominee language curriculum development, storytelling events, pow-wows, round dances, digital Menominee language signage and further development of the web based site for classroom and parent use by adding additional audio and video clips in our Menominee language. Anticipated FY20 award: \$35,000

3. The total number of children and family services provided by the program.

Early Head Start in 2018/19

Total number of children served: 81

Total number of pregnant women served: 39

Total number of families served: 98

Head Start in 2018/19

Total number of children served: 191

Total number of families served: 177

Supportive services units of 532 were provided to families in the form of Goodwill clothing vouchers and referrals to outside agencies. Other services were provided directly to children and families through day-to-day programming.

4. The results of the most recent review by the Office of Head Start

The Office of Head Start (OHS) has revised its monitoring protocol where they have broken up their reviews into smaller reviews as opposed to the large scale on-site reviews that have occurred in the past. The last reviews we had were in FY16 when the OHS came on-site to review the following areas: Environmental Health and Safety, Fiscal/ERSEA (Eligibility, Recruitment, Selection, Enrollment and Attendance), and CLASS (Classroom Assessment Scoring System). The Environmental Health and Safety review resulted in one deficiency, two non-compliances and one item noted as a concern. The deficiency was in the area of staffing and supervision, more specifically not using positive child guidance by one teacher. In June of 2015 a teacher engaged in negative methods of child guidance and the incident was not reported to the ACF-Regional Office. The two non-compliances were in the area of safe and clean environments and medication administration/storage. The safe and clean environments citing involved the following: one of the seventeen toileting areas was not kept clean, one classroom had a CD player on a folding wooden table which could have been a falling hazard, and two rooms had soft bedding materials in cribs. The medication administration/storage citing was for 4 of 17 rooms containing medication that was not properly stored in the medication lock box and one over the counter medication did not have written authorization from the parent to provide to the child. The concern was a result of a seat belt cutter in one of the buses not having a label attached to it. All of the identified findings from this review have been satisfactorily corrected. The CLASS review resulted in the following measures of teacher child-interactions while in the classroom: Emotional Support: 5.2875; Classroom Organization: 5.2833; and Instructional Support: 2.0833. These scores are on a 7 point scale. At the time of receipt of these scores, the Administrator and OHS Program Specialist agreed that additional training/technical assistance was needed in this area and this has been received. The program has since been notified that it will receive another CLASS review in the spring of 2020 which will provide the program with another opportunity to improve the scores to a satisfactory level. The program is pleased to report the Fiscal/ERSEA review resulted in no areas of non-compliance nor did it show our program to have any deficiencies in these areas.

5. The percentage of enrolled children that received medical and dental exams

- 99% of children enrolled in the program received Early and Periodic Screening, Diagnostic and Treatment (EPSDT) and/or a medical exam.
- 100% of children enrolled in the program received preventative dental care.

6. Information about parent involvement activities

Parent involvement in the program included participation in Parent Committee Meetings and Policy Council Meetings. Other program activities where parents participated included: health component screenings, Kiddie Krime Stoppers March, field trips, center Trick or Treating, Smart Connections sessions, after-school family activities, Santa visits, cookie socials, Christmas concerts, snow-shoeing, a Winter Feast & Storytelling event, Spring Fling, Kindergarten visits, graduation celebrations, Head Start pow-wow, June Enrollment Month, and National Night Out Against Crime. In addition to these, parents, high school students, and community members continued to volunteer their time in the classrooms and at the centers throughout the year. In-classroom family activities were also held monthly with various themes including: Father's activities, Grandparents Breakfast, Aunts/Uncle's Day, Dr. Seuss Week, National Breakfast Week, Week of the Young Child, National Volunteer Week, Mother's Day, and Father's Day.

Monthly Family Night's held at each center included the following training topics: Fire Safety, Summer Safety, Healthy Food Preparation, gardening tips and tricks, and other educational and holiday themed activities. Pregnant Mothers meetings were also held monthly and included the following training topics: Physical Wellbeing, Substance Use & Abuse during Pregnancy, Literacy Promotion, Post-partum Depression, Food Assistance, Breastfeeding and the Birthing Process, Brain Development in Utero, Finance Planning during and after pregnancy, Facts or Myths about Pregnancy, Self-care during Pregnancy, and Car Seat Safety.

7. The agency's efforts to prepare children for kindergarten

The current Head Start curriculum Big Day for Pre-K provides the framework for progress toward school readiness goals. The school readiness goals, which have been fully developed and approved, encompass physical development and health, approaches to learning, language and literacy, social and emotional development, and cognitive and general knowledge. The agency has worked to align the goals with the Head Start Early Learning Framework, Wisconsin Model Early Learning Standards, Teaching Strategies GOLD, Big Day Pre-K Curriculum and our local schools kindergarten expectations and the entry-level kindergarten assessment. In an effort to prepare our children for the move to kindergarten, Early Childhood Services again worked collaboratively with the Menominee Tribal School and the Keshena Primary School to have the four-year-old classrooms visit the kindergarten rooms at both schools with an additional visit to another school detailed later in this report. In FY19 Head Start, teaching staff participated in the school readiness initiative through professional development NCDTL training *Supporting School Readiness* and *Engaging Interactions and Environments* training sessions both from two full-day ECS Region XI services and bi-monthly half-day teacher professional development. In addition, increased dialog began in late FY18 between Head Start and the transition schools including Menominee Tribal School, Menominee Indian School District Keshena Primary, and the Shawano School District's Hillcrest Primary School resulted in the FY19 alignment of the initial Kindergarten Assessment with Head Start curriculum.

Other Head start/Early Head Start program highlights include:

Disabilities/Early Exceptional Needs: ECS is unique in its abilities and efforts to provide children with disabilities, ages six weeks to five years with the special education supports and services they require based on their individual needs. Each child, once found to be in need of special education services through a documented Individual Family Service Plan (IFSP)/Individual Education Plan (IEP), receives their services at the center to help them succeed and grow along with their peers in the regular classroom setting to the maximum extent possible. Over the years, ECS has enjoyed an outstanding working relationship with community partners to meet the needs of children with disabilities and provide a smooth transition process between programs for children with disabilities and their families. ECS collaborates with the Menominee Indian and Shawano Community School Districts through

Memorandum of Agreements, as well as both the Menominee and Shawano County Birth to Three Programs through an interagency agreement between Menominee County Birth to Three, ECS, and MISD. The agreements among these community resources detail the responsibilities of each program in regards to Child Find. Child Find is the process to identify potential children with special needs along with the process to provide those services and supports to ensure that each child with a disability is able to grow and learn in their least restrictive environment along with their peers. The program also receives Birth to Three Tribal Community funding from the Wisconsin Department of Health Services that it uses to increase the number of Child Find events held by the program and Menominee County Birth to Three program. Four Child Find information kiosks are available in conjunction with other community events in hopes of reaching Menominee community families that are not receiving services through ECS to identify developmental delays in infants/toddlers and increase awareness of Birth to Three services. These grant funded events will continue in FY20.

In program year 2018/19, the program served 21 Head Start children and 5 Early Head Start children with documented early exceptional needs through our partnerships with the Shawano and Menominee County Birth to Three Programs, the Menominee Indian School District and Shawano Community School District.

Health Screenings: Per Head Start Performance Standards, all health screens are to be completed within the first 45-days of the child's entry into the program. All follow-up treatment has to be completed by the start of the next program year by the parents and documented. All failed screening results are sent to the families via mail with instructions on getting any needed follow-up treatment. All available health screening results are shared at the parent teacher conference in the fall and spring and a Health Summary of all medical screenings is mailed to the family of children transitioning into kindergarten.

Height/Weights: The Menominee Tribal Clinic provides height/weight assessments for all children at each center in the fall and spring of each program year. The Nutritionist completes an individual assessment including the BMI, Hemoglobin/Hematocrit and the Anthropometric screening along with the WIC dietary assessment. The height/weight is measured by age and sex against the national average. The Menominee Tribal Clinic's exercise physiologist does age appropriate exercises with our four-year-old classrooms on a weekly basis for the past two years

Visions: All vision screenings are done at the centers by the Menominee Tribal Clinic Optical Department.

Hearings: All hearing screens are done at the centers by the Community Health Nurse and Health/Nutrition/Safety Manager and this year we began using a new Welch Allyn Optoacoustic Emissions (OAE) Screener for children ages birth to three years. The Menominee Tribal Clinic Community Health program nurses assist with the four year old children by using an Audiometer. All children that test as a "Refer" are further assessed with an Otoscope check of the ear canal for wax/fluid and determination if a referral is needed for further medical treatment.

Dental: All Head Start/Early Head Children receive an oral screening and preventative care at the centers by the Tribal Clinic Dental Hygienist. The program, along with the Menominee Tribal Clinic's Dental department sends referral letters notifying parent/guardians if their child needs further treatment services. This spring we expanded services to our families with additional collaborative efforts with the Menominee Tribal Clinic's Pediatric Dental services where we teamed up with phone contacts to provide parents with five dates set aside for the Pediatric dentist. We also established three direct contacts at the MTC to assist us and the parents with the process according to each family's insurance and patient registration situation.

Physicals: All children are required to have an age appropriate Early and Periodic Screening, Diagnosis and Treatment (EPSDT) or Well Child Check on file within their first 45-days of entering the program. Through coordinated efforts between Head Start/Early Head Start and the Menominee Tribal Clinic's Health Advisory Committee, all children are provided a Well-Child Check at their respective center during regular program hours. For those children who enter the program after these screenings take place, Head Start/Early Head Start works with the family to get the child to meet this requirement by scheduling an appointment with Menominee Tribal Clinic's Community Health Program or their primary physician.

Immunizations: All children are required to have an immunization record on file. All pre-kindergarten children have the option of receiving their required vaccinations here at the centers by the Menominee Tribal Clinic's Community Health Program. 100% of children enrolled in the program this program year were up-to-date on all required immunizations.

Mental Health: Head Start/Early Head Start uses the Ages and Stages Social Emotional (ASQ-SE) screening tool to assess each child's mental health per the Head Start Performance Standard requirement. All parent/guardians complete the age appropriate ASQ-SE questionnaire for their child within the first 45-days of the start of the program year which is primarily done at the first home visit. Program staff reviews each child's questionnaire score with our Mental Health Consultant-Mark Fuller from the Tribal Clinic's Behavioral Health Department. All children that score above the cut-off are re-screened and monitored quarterly. At the suggestion of our Mental Health Consultant or when a parent/guardian has expressed any concerns regarding their child's development, the program holds an in-person special conference meeting with the parents/guardians to discuss recommendations on how to proceed. In FY19, four children were discussed with the mental health consultant and no children required direct services from the mental health consultant.

Community Engagement Involvement: The program continued as a member of the Community Engagement Workgroup this past year. The Workgroup brings together Tribal departments and other agencies that have a vested interest in the Menominee Community to collectively work on issues that affect the community. Other initiatives that ECS was a part of include Trick or Treat Event at CMN, Breakfast with Santa, Youth Olympics, Sobriety Pow-wow, Transportation Advisory Committee, Netaenawemakanak Coalition (Youth Service Providers) and Menominee Wellness Initiative.

Trauma Responsive Practices: In FY19 all ECS centers continued on their journey in becoming improved trauma responsive service providers though the continued the implementation of the Trauma Smart Model. As a part of the overall training model, ECS and the Keshena Primary School continued a partnership to provide Smart Connections training to the parents of the community throughout the 2018/19 school year. Smart Connections is the parent training component of Trauma Smart that teaches parents the same principles and techniques program staff receives in the training modules. In 2018/19 a total of 155 community adults attended at least one of the ten Smart Connections sessions with 66 being parents of children attending ECS centers. The new hire training also continued in FY18 though the partnership with Keshena Primary School with 14 HS/EHS employees receiving training.

For FY20 both the Smart Connections parent trainings and Trauma Smart new hire training will continue through the same means as in years past. ECS is pleased to report that it once again has an employee on staff that is a certified Trauma Smart Facilitator; Zoie Fossum, Family Services Manager attended training in FY19 and is now certified to provide the this training to new ECS hires.

Transportation: All program transportation needs continue to be coordinated with the Menominee Department of Transit Services. They provide transportation for our field trips, transporting children to and from school and are very supportive when doing our bus evacuations. The Department of Transit Services provided transportation for 23 field trips throughout the program year to include: Schairer's Autumn Acres, Delzer's Pumpkin Patch, West Branch Sugar Camp, Sir Bounce A-lot, Shawano County Park, New Zoo, Bay Beach, Kindergarten Visits at Keshena Primary School, Menominee Tribal School and Hillcrest, Trick or Treating and Christmas Caroling to multiple Tribal Departments in both Keshena and Neopit. We had a total of 165 children who utilized transportation on either or both of the morning or afternoon routes.

Local Education Agency Partnerships: ECS looked to strengthen the relationships it has with the Local Education Agencies on the Reservation and Shawano in the areas of kindergarten readiness skills and kindergarten transitions. The Education and Disabilities Manager and all four-year-old teachers participated in meetings with the Menominee Tribal School Principal and the MTS kindergarten teachers in FY19. These meetings focused on preparing our four-year-old children for kindergarten and resulted in an increase in the number of read aloud occurrences done with children and incorporating the use of the math tables that MTS currently uses. Also, FY19 was the first year Head Start four-year-old classrooms

visited Hillcrest Primary School as a part of the kindergarten preparation process and exposure to schools in our service area. Children and their families are provided with opportunities to visit Keshena Primary School, Menominee Tribal School and Hillcrest as a part of this process. Finally all ECS staff participated in a joint training session on Real Colors with Menominee Tribal School in December of 2019.

College of Menominee Nation Teacher Education Department: ECS worked with representatives from CMN's Teacher Education Department to discuss new initiatives available to students and to find ways to provide increased assistance to ECS staff that are attending courses at CMN. Through this discussion ECS allowed employees enrolled in these courses a few hours on one half day Friday each month to get tutoring help from CMN Teacher Education faculty. CMN has also agreed to again start providing in their Early Childhood Education courses, information on the portfolio preparation that is required of individuals in their pursuit of a Child Development Associate credential (CDA).

Menominee Language: The Menominee Language and Culture Teacher continued with weekly visits to all ECS classrooms to provide direct language education to the children along with monthly teacher training sessions in FY19. Also in FY19, ECS was awarded the Wisconsin Department of Public Instruction Language Revitalization grant in the amount of \$18,000 to support program language efforts. Funding was used to develop a website dedicated to teaching Menominee Language to classroom teachers and program parents and provide cultural events to program children and families. Cultural events new to program children and families in FY19 were:

- Winter Feast and Story Telling Event: On March 21st the program hosted a Winter Feast and Story Telling event at the Five Clans Ballroom where a winter feast was served and afterwards two Menominee elders told Menominee stories to ECS children, families and staff.
- Maple Sugar Camp: ECS held its first ever maple sugar camp located on West Branch Road about ¼ mile north of the West Branch Cemetery. Program four year olds were allowed to tour the camp to see the tree tapping and sap harvesting process. ECS would like to thank Menominee County for allowing us to set up a boiling area close to the DKB and Day Care Centers on old fire station property as this allowed convenient access for classrooms to experience the maple sap boiling process.

Items for FY20

Relocation of Middle Village to Tribal School: The Middle Village Center will be relocated to the Menominee Tribal School in the fall/winter of FY20. Four rooms will be housed at MTS with there being one room for each of the following age groups: infants, toddlers, 3 year olds and 4 year olds. The benefits of this move are that it will help program recruitment in the Neopit/Zoar area, improve the collaboration between ECS and MTS and create an enrollment pipeline where children from the Head Start program transition into MTS when they become age eligible. The additional room of three year olds previously housed at the Middle Village Center moved to the Tribal Day Care Center at the start of the 2019-20 program year. This has been beneficial as well as the program has made it a point to place children in that room who receive aftercare services at the Day Care resulting in an easier daily transition for these children from Head Start into Day Care aftercare services.

CLASS Review Preparation: The program received notice that it is currently not eligible for automatic renewal of its five year grant through the Federal Office of Head Start. As an American Indian/Alaskan Native grantee we are afforded an opportunity to improve the identified areas (CLASS scores and deficiency-incident where non-positive child guidance was used) to become eligible for the five-year renewal before facing re-competition. CLASS measures child-teacher interaction in the center setting. In FY19 a performance improvement plan was developed in partnership with the Office of Head Start and its training and technical assistance provider that addressed the above areas. Plan implementation began in August of 2019 and will be on-going throughout FY20 via teachers and Education/Disabilities Manager training. As noted earlier reviews will be done in the spring of 2020 and satisfactory results from these reviews will lead to the program becoming automatically eligible for its five year grant via a non-competitive process.

Head Start Menominee Language Immersion Room: ECS is continuing its work with the Menominee Language and Culture Commission to provide an immersion pipeline from birth through age four. As a part of this work, plans are in the works to offer a full immersion Head Start room for three year olds beginning in the 2020-21 program year. This room would provide services to 17 three year olds and will serve children from the initial group of babies who began receiving immersion services at the Day care Center in September of 2017. ECS will continue to aid in the preparation of Immersion Trainees for their eventual move into ECS classrooms by providing observation and job training opportunities in ECS classrooms.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 226,008	\$ 232,646	\$ 1,318,690	\$ 143,832	\$ -	\$ 1,921,176
Fringe Benefits	\$ 108,245	\$ 126,322	\$ 611,908	\$ 75,808		\$ 922,284
Travel	\$ 1,351		\$ 3,417	\$ 754		\$ 5,521
Training			\$ 45,374			\$ 5,374
Equipment						\$
Supplies	\$ 1,550	\$ 96	\$ 53,740	\$ 101,038		\$ 156,424
Contractual				\$ 67,785		\$ 67,785
Utilities			\$ 6,229			\$ 6,229
Space Lease/Rental	\$ 3,570		\$ 24,512			\$ 28,082
Indirect Costs	\$ 77,664	\$ 36,711	\$ 293,624	\$ 36,576		\$ 44,574
Other Costs: (list below)						\$
Cash Match-Food Program	\$ 105,665					\$ 105,665
Building Maintenance	\$ 1,550		\$ 74,197			\$ 5,746
Program Activities	\$ 1,288	\$ 558	\$ 4,561			\$ 6,407
Operating Costs	\$ 68,368	\$ 39	\$ 12,483	\$ 5,461		\$ 86,350
Direct Child Care Services			\$ 317,853			\$ 317,853
Transportation	\$ 38,543		\$ 241,071	\$ 12,208		\$ 291,822
Totals ►	\$ 633,802	\$ 396,371	\$ 3,007,657	\$ 443,462	\$	\$ 4,481,292
Fund/Totals Ratio:	14.14%	8.85%	67.12%	9.90%	N/A	

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
Child Care Fees	\$	\$ 396,163	\$396,163	\$
Head Start Sunshine Club	\$ 209		\$ 208	\$ (208)
Totals	\$ 209	\$ 396,163	\$396,371	\$ (208)

Education

Shannon Chapman, Director

The mission of the Tribal Education Department is to cooperatively provide assistance and support to Menominee and community residents who are in need of preparation to advance in the workforce or pursue higher educational opportunities.

With this mission statement, the Menominee Tribal Education department is one of many community resources that work together to support the overall vision statement of the Menominee Tribe: *We envision the Ojibwa (People of the Wild Rice) as a strong, healthy, and proud nation living in accordance with its culture and beliefs, and possessing the resources necessary to be successful in achieving our goals.* The Education department supports this vision statement through allocation of resources and providing ongoing support to Menominee tribal members so that they may achieve their educational and professional development goals.

The Tribal Education Department has 3 full-time staff: Shannon Chapman, Director; Genevieve Tomow, Program Assistant; and Julie Schultz, Adult Education Coordinator & GED Instructor.

Tribal Education was literally built from the ground up when it started in 1975. The Education Committee and staff initially helped form the policies and procedures under contract guidelines that are still in use today. Over the years, the cost of continuing education increased and funding resources decreased dramatically. Stricter financial aid policies, both state and federal as well as locally, had to be implemented to assure equitable distribution of dollars to students based on financial need. However, students continue to persist in the desire and need to seek a better life for themselves and their families.

The Tribal Education office administers 3 programs:

- Adult Vocational Training: For students seeking a technical certificate/degree
- Higher Education: For students seeking a bachelor's degree
- Adult Education: For work-related development and individuals seeking a GED

There are limited resources through tribal supplemental funds which assist individuals who are pursuing master's and doctorate degrees. There are also numerous scholarships, resources, and educational opportunities available to support tribal members in their educational endeavors.

The department utilizes a Tribal Education newsletter and a Facebook page to share information and resources with a wider audience. In addition to administering grants to students, both the Director and Program Assistant work closely with college and university financial aid departments, serving as advocates for students.

Menominee students who successfully complete their education programs have benefitted the Tribe, their families, and their communities through employment. They have done this by working in and administering programs that address health, education, and social issues.

The 2018-2019 school year saw 42 Menominee graduates:

- 3 Master's Degrees
- 8 Bachelor's Degrees
- 24 Associate's Degrees
- 7 Vocational/Technical Diploma/Certificates

The varying fields of study include: Commercial Pilot, Criminal Justice, Business Office Technician, Welding, Radiography, Chemistry, Linguistics, Leadership Studies, Nursing, Education, Business Administration, Public Administration, Early Childhood, Natural Resources, Human Resources/Healthcare, and Biomedical Engineering.

Successful Menominee Graduates from 1976 to 2018:

The following indicate the total numbers of completions on record in the Education Department. These are confirmed completions; many more may have completed but have not notified our office.

- 95 Advanced Degrees
 - 7 Doctorate Degrees
 - 6 Juris Doctorate Degrees
 - 82 Master's Degrees
- 579 Bachelor/Associate Degrees
- 466 Technical/Certificate Completions

Outreach

The Program Director has been involved with a variety of partnerships with local high schools, providing presentations and documents to the students in the effort to inform and assist them as they prepare for post-high school plans. This includes information on financial aid, scholarships, and tribal grant information.

During August 2019, Tribal Education, with the support of several partnering community organizations, hosted a week-long “AlterNATIVE” program at the College of Menominee Nation. This event was facilitated by 4 Columbia University students and attended by 20 Menominee high school-aged students. The objective of the week-long program was to create a space where students could explore Native American history through the lens of Native Americans, examine contemporary issues throughout Indian Country, and most importantly: envision the future of their communities. The overall goal is to inform and empower young Native people to be agents of change in Native communities; with a focus on college and how it is a tool of self-determination and sovereignty. As an extension activity, in November 2019 this group of students will visit Columbia University and New York University (NYU) in New York City through a grant provided by the American Indian College Fund.

Partnership with Wisconsin Indian Education Association

The Tribal Education Department also maintains a close working relationship with the Wisconsin Indian Education Association (WIEA). WIEA is a non-profit organization that was established in 1985 by a group of concerned Indian educators to promote educational opportunities for Indian people in Wisconsin. With a unified effort by both Indian and non-Indian members, it has evolved into a proactive organization that continually works on the issues that affect Indian education.

WIEA works with Wisconsin's state legislators and annually addresses the state's governing bodies at the capitol. A part of these efforts include what is known as *Act 31*. In 1989 state legislators passed statutes collectively known Act 31 in an effort to infuse American Indian studies into public education. Since that time, Wisconsin has required instruction in the history, culture and tribal sovereignty of the federally recognized tribes and bands in the state at both K-12 schools and in teacher education programs. Since July 1991, anyone seeking a license to serve as a professional educator in the state must receive instruction in these areas.

Recent Initiatives

During fiscal year 2019 the Tribal Education department increased the maximum tribal grant amount from the current amount of \$2,200 per academic year to \$2,400 per academic year for all Menominee students in higher education. The previous grant amount had been in place since 1985. The next goal is to exploring funding and partnership options to support high school-aged tribal members who are seeking to begin their college education at the College of Menominee Nation.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	AICF Award	TOTALS
Personnel Costs			\$153,770			\$153,770
Fringe Benefits			\$73,672			\$73,672
Travel			\$2,000	\$180		\$2,180
Training			\$5,500	\$749	\$2,500	\$8,749
Supplies	\$250		\$3,000	\$3,596		\$6,846
Space Lease/Rental			\$3,000			\$3,000
Indirect Costs	\$25,207		\$62,311	\$575		\$88,093
Other Costs: (list below)						
Student Grants	\$196,575		\$246,519			\$443,094
Program Activities	\$1,500					\$1,500
Totals ►	\$223,532		\$549,772	\$5,100	\$2,500	\$780,904
Fund/Totals Ratio:	28.62%	0.00%	70.40%	0.65%	0.32%	

Election Commission

Yvette Ducane, Chairperson

COMMISSIONERS

Ronald G. Bowan, Jr., Member

Ruth A. Waupoose, Member

Janice M. Peters, Secretary

ELECTIONS

Per Menominee Tribal Elections Chapter 63-6 B and the Constitution & Bylaws Article IV Section 3 (d), it was not necessary to hold a 2018 Primary Election. There were five (5) tribal members certified as legislature candidates placed on the main election ballot.

January 16th & 17th, 2019 Main Election for Menominee Tribal Legislature

“On Reservation” certified legislative candidates:

Douglas G. Cox, Sr.

Pershing “Sport” Frechette

Richard J. Sechrist, Sr.

Dana Michelle Waubanasum

“Off Reservation” certified legislative candidate:

Gunnar M. Peters

“Write-In” certified legislative candidates:

Rachel Fernandez

Trilby Beauprey McIntosh

Lacy Dixon

Voting results:

Absentee	123
Neopit Fire Station	110
Keshena Tribal Courts Building	353
Total	586

Top three (3) most voted for candidates:

Pershing "Sport" Frechette	322
Douglas G. Cox, Sr.	287
Gunnar M. Peters	248

The budget below reflects \$11,000.00 removed due to shortfall

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 24,117					\$ 24,117
Fringe Benefits	\$ 10,716					\$ 10,716
Mileage	\$ 800					\$ 800
Meetings & Related	\$ 3,000					\$ 3,000
Supplies	\$ 11,000					\$ 11,000
Utilities	\$ 545					\$ 545
Contractual	\$ 2,000					\$ 2,000
Indirect Costs	\$ 8,030					\$ 8,030
Totals ►	\$ 60,208	-	-	-	-	\$ 60,208
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Emergency Management

Benjamin Warrington, Emergency Management Coordinator

Mission - The mission of MITW Emergency Management is to Prepare, Respond, Recover and Mitigate potential effects of disasters or emergencies affecting the Menominee Indian Tribe and residents of the Menominee Reservation.

The Menominee Tribal Emergency Management Department ensures that resources and protocols are in place to prepare for and manage emergency events affecting the Tribe and residents of the Menominee Reservation. This is achieved by following the National Emergency Management Model of Prepare, Respond, Recover and Mitigate. In the event of an emergency or disaster, Menominee Emergency Management works cooperatively with many Tribal Departments in responding to the needs of the communities affected. The most common emergencies that may occur in our area include Power Outages, Wildland Fires, and Severe Weather such as high winds, tornadoes and Winter Storms as well as flooding in low lying areas.

Menominee Tribal Emergency Management is available 24 hours a day/7 days a week. The department is comprised of the Emergency Management Coordinator.

In January 2019 a small plane crashed on County Highway M in the South Branch area. The four people in the plane received minor injuries and 2 were transported to a local hospital for evaluation. The roadway was closed for several hours due to this being an aircraft, the crash investigation was required to be completed by the National Transportation Safety Board (NTSB). Due to the Federal Government shutdown at the time of the crash, response by the NTSB was delayed. Local response to the crash was provided by Menominee County and Tribal Law Enforcement, Menominee Tribal EMS, Menominee Fire Departments and Menominee County and Tribal Emergency Management.

Menominee Reservation received a large amount of rainfall during March 2019 which lead to some flooding in low lying areas. One home in the Middle Village area was impacted with approximately 3 feet of water in the basement. The homeowner requested assistance from MITW to remove the water and repair the appliances damaged due to the water. MITW Housing Department, Menominee Tribal Enterprise and Menominee Tribal Emergency Management responded and assisted the homeowner with the situation.

In April 2019, Highway 55 north of County Highway M flooded due to several days of very heavy rainfall causing rivers and streams to rise above flood stage. The Highway was closed and a detour was placed through County M to Highway 47 in Neopit. Damage to the roadway was quickly addressed and the highway was reopened within 24 hours.

Emergency Management is working jointly with other Tribal Departments in a wireless broadband project for up to 8 towers to be placed on the Menominee Reservation. These towers would bring much needed wireless access to residents in areas that currently have limited to no broadband capability. The project is in the beginning stages with selecting locations based from geological studies. Next phases are acquiring archeological and environmental permits for the actual construction. Long range plans for this project may include a Menominee workforce for construction and future maintenance of the sites.

In July 2019 several tornadoes touched down in the northeast portion of the State. 18 counties and 2 Tribes were affected by these severe storms. Damage on the Menominee Reservation was minimal but the power was out to residences for up to 4 days. Many Tribal Departments came together to provide services to the residents in communities on the Reservation. Menominee County Departments also provided support during the events. The Menominee Nation Emergency Operations Center was opened to provide decision making support to the emergency response personnel. Cooling centers were opened in each community on the Reservation where residents could go to charge phones or get something to eat and drink. American Red Cross and the Salvation Army provided food support to each center. In August 2019 President Trump signed an Emergency Declaration for the 18 counties and 2 tribes that were affected by the storms. This declaration makes Menominee Tribe eligible to apply for reimbursement of expenses in providing Emergency Protective Measures during the event.

MITW Human Resources, Insurance and Emergency Management continue to work cooperatively in providing Active Shooter training to various Tribal Departments/Programs. Menominee Tribal Legislature members and Administrative Department Heads all attended the Active Shooter Training. This training is intense and all who attended have been very cooperative in participating. Future plans include the option of opening the training to outside agencies/partners as well as community members.

Menominee Tribal IT Department and Emergency Management continue to work closely with an outside vendor on security upgrades at various Tribal Facilities. Security upgrades include video camera installation, automated door controls, and internal personnel controls.

MITW Emergency Management supported the efforts of Tribal Departments planning for events such as Culture Camp activities, Annual Menominee Nation Powwow, Ancestors Repatriation, Logging Camp Lumberjack Breakfast, National Night out Against Crime, Trick or Treat Event Planning, Daycare Safety Fair and Maehnowesekiyah Family Night activities.

Emergency Management continued to assist the Department of Aging & Long Term Care with plowing driveways for the elderly Tribal residents on the Reservation. Also assisting in the snowplowing were Menominee Tribal Police Department and other private drivers contracted by the Aging Department.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$56,241			\$28,976		\$85,217
Fringe Benefits	\$9,310			\$4,661		\$13,971
Training	\$1,555					\$1,555
Equipment	\$60,143					\$60,143
Supplies	\$11,044		\$5,900			\$16,944
Contractual	\$11,094					\$11,094
Space Lease/Rental	\$6,028					\$6,028
Indirect Costs	\$13,639			\$4,758		\$18,397
Other Costs: (list below)						
Insurance	\$4,721		\$1,700			\$6,421
Maintenance			\$6,721			\$6,721
Totals ►	\$173,775		\$14,321	\$38,395		\$226,491
Fund/Totals Ratio:	76.72%	0.00%	6.32%	16.95%	N/A	

Enrollment / Licensing and Permit

Yvette Ducane, Director

Mission: The Licensing and Permit Department provides service to Menominee people, residents and those doing business on the Menominee Indian Reservation. Our primary goal is to ensure that residents and businesses comply with licenses and permits as specified through Tribal Codes. The Enrollment Department keeps the membership rolls of the Menominee Indian Tribe of Wisconsin as accurate and up to date as possible.

Per Cap Distribution On November 15, the Menominee Tribal Legislature officially made the motion that a \$50 distribution payment will be for all Tribal members. If Tribal members are 17-years-old and under the payment will be going directly into their trust account but if they are age 18 and older the distribution payment will be mailed directly to them at the address on file with the Menominee Tribal Enrollment department. As Menominee Tribal Enterprises has been operating at a loss this year, they are unable to contribute anything towards a distribution payment; thus, this year all tribal members will be receiving \$50 as opposed to the \$100 they may have received in the past. Currently the Tribe is planning to send out the distributions payments on December 14.

New Menominee Nation License Plate Design During the 2019 year, we continued to focus on Community Engagement with 90-day plans emphasizing on new Menominee Nation License Plates. A group formulated to establish the outline procedures consisted of members Dennis Kenote, Richard Nacotee, Crystal Chapman-Chevalier, Sheena Waupoose, Gary Dodge Jr, Jody Boivin, Wendell Waukau, Benjamin Grignon, and Myself Yvette Ducane. The steps taken were creating a liability form with legal, flyers to distribute at MISD for 9-12 graders to participate, create a judging by the public on a survey on the MITW Facebook and in the Menominee Nation News. The top two winners will be interviewed by IT on how they came up with their plate design and the last step is to forward to Governmental Affairs and MTL for approval.

New Tribal Identification card Available for tribal members this new card will allow Tribal identification for the use of voting, prescription medications, purchasing tobacco, cigarettes, alcohol, and tax exemption purposes:

<u>1 year to 64 years of age:</u>	<u>Cost</u>	<u>Expires</u>
Tribal Identification	\$15.00	8 years
Gas Card	\$10.00	N/a
Both Tribal Id and Gas card	\$28.00	8 years
<u>65+ years:</u>	<u>Cost</u>	<u>Expires</u>
Tribal Identification/Gas Card (first 3 free)	-0-	8 years

After the 3 free one cost will be:

Tribal Identification	\$15.00	8 years
Gas Card	\$10.00	N/a
Both Tribal Id and Gas card	\$28.00	8 years

If by mail: you will need to send in a new picture and additional cost of \$1 for mailing.



The following report will contain information and data compiled within L & P department for the months of October 2018 through September 2019:

Total Vehicle plates: 2116

The following report will contain information and data compiled within Enrollment department for the months of October 2018 through September 2019:

Living Enrolled Members - 9094

Activity: Approved 83 applicant(s) for Tribal Membership

2 Tribal member(s) relinquished

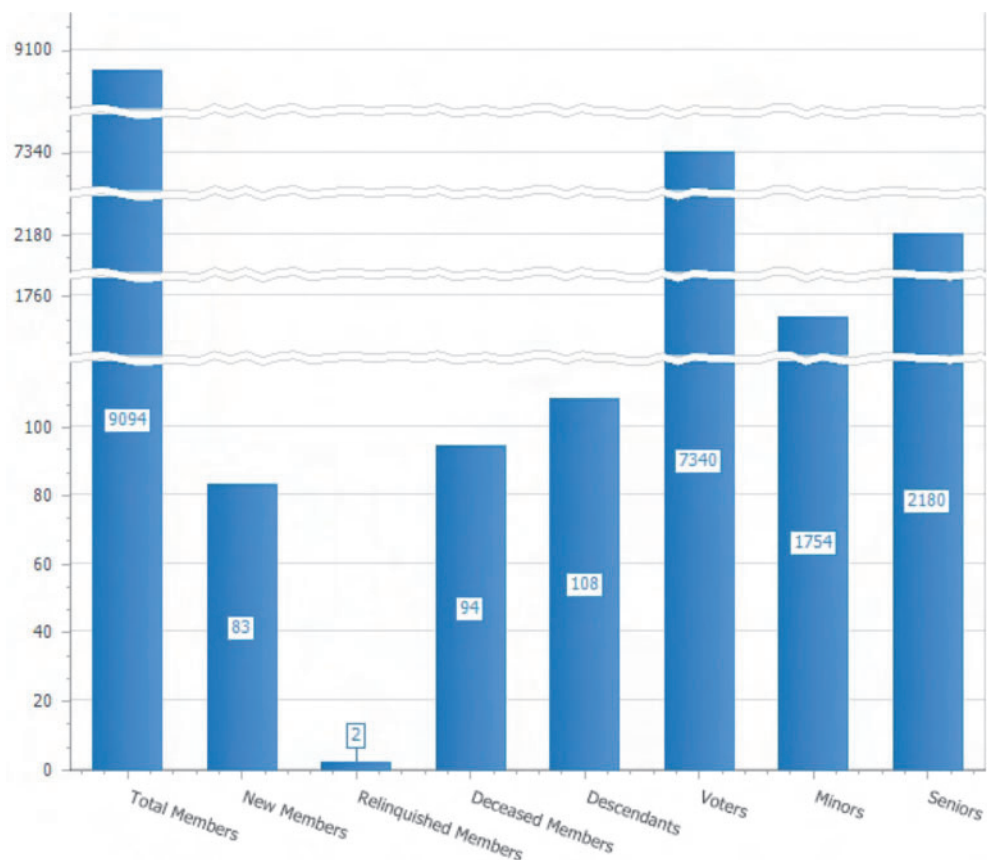
94 Tribal member(s) passed on

Approved 108 applicant(s) for descendency roll

7340 of our Tribal members are eligible voters

1754 are minor enrolled members

2180 members are over the age of 55



We generated \$184,892.22 in revenue which means we are **under** the projected amount of revenue by \$28,935.78, this year again there was only (1) rafting business that generated \$5,240.00. Tax time Tribal members did not receive as much as they did the year before, which affected our department with revenue.

The department allocated with a Tribal Budget of \$193,687.00; expenditures totaled approximately \$193,705.20, which is \$18.20 **over** our expenses projected. The department allocated with IDC Budget of \$105,082.00; expenditures totaled \$98,854.43, which is **under** by \$6,227.57 our expenses projection. The department continues to follow the cost containment measures implemented in 2019.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	IDC	Federal	State	Other	TOTALS
Personnel Costs	\$108,117	\$ 64,029				\$172,146
Fringe Benefits	\$36,223	\$32,097				\$68,320
Mileage	\$356	\$400				\$756
Training & Related		\$2,200				\$2,200
Equipment	\$11,934	\$1,000				\$12,934

Supplies	\$3,000	\$1,483				\$4,483
Contractual	\$2355	\$373				\$2,728
Resale & Materials	\$8,000					\$8,000
Space Lease/Rental	\$1,859	\$3,500				\$5,359
Indirect Costs	\$21,842					\$21,842
Totals ►	\$193,687	\$105,082				\$298,769
Fund/Totals Ratio:	67.54%	32.46%	N/A	N/A	N/A	

Environmental Services

Jeremy Pyatskowitz, Director

Managing the natural resources continues to be the top priority for the Environmental Services Department (ESD). Monitoring efforts range from water quality testing throughout the reservation to white-tail deer population surveys. The ESD continues to be a resource to other tribal departments and outside agencies whenever information relating to the Tribe's resources is needed.

Invasive Species Control, Prevention and Outreach

The Environmental Services Department (ESD) continues to lead the invasive species control and educational efforts within the Menominee Reservation, along with partners MTE and Menominee County; we were able to complete another productive year of work toward control and prevention of new species introductions within our boundaries. Working cooperatively through our Invasive Species Management Plan (ISMP), the ESD and its partners were able to treat approximately many acres of terrestrial and aquatic invasive species in the past year. 82 acres on Legend Lake was treated for Eurasian Milfoil, and 15 acres of Eurasian Milfoil were treated on Moshawquit Lake. The ESD continued monitoring aquatic vegetation of other reservation lakes in 2019. Utilizing the latest in aquatic mapping technologies the ESD is mapping the aquatic vegetation on lakes and has also continued doing point intercept vegetation surveys to verify the information the mapping is providing. These two activities in conjunction with one another will allow the rapid control response if aquatic invasive species are detected in reservation waters.

242.5 acres of terrestrial invasive species were treated this year. Species treated include: Phragmites, Honeysuckle, Japanese Barberry, Garlic Mustard and Spotted Knapweed, Wild Parsnip, Buckthorn, Cyprus Spurge, Black Locust, Thistle (Canada, Bull, plumeless), Purple Loosestrife, Japanese Knotweed, Tansy, Crown Vetch. Apart from treatment we also found a couple new Invasive that we are continue to monitor. They include; Bishop goutweed, Wild valerian, oriental bittersweet, Dames Rocket, and Fireweed.

Water Resources

The ESD continues to monitor water quality on the reservation waters as part of their annual workload. We are happy to report that our continual sampling has not shown any issues with water quality. The ESD will continue to monitor reservation waters to ensure tribal members can use the resources available. The ESD also continues to assist tribal members with residential well tests. 15 residential wells and 8 summer vendor wells were tested in 2019. It is recommended homeowners with a private well get their water tested on an annual basis. ESD continues to work on completion of Treatment as a State submittal to EPA for the Tribes water quality regulations.

ESD worked with IHS in completing the siting of the new community wells for the Trailer Courts and Middle Village.

Lake Sturgeon

With assistance of the WDNR, ESD successfully transferred 100 adult lake sturgeon to the Wolf River below Keshena Falls. Lake Sturgeon once again successfully spawned again at Keshena Falls last spring. Additionally, a Lake Sturgeon assessment was conducted on Legend Lake where data was collected on over 80 Lake Sturgeon and a majority of these fish were given passive integrated transponder (PIT) tags if past tags were not retained. Data from this survey will be used to determine size structure, age structure, condition, and gear comparisons. Population estimates for Lake Sturgeon on Legend Lake have been put on a three to four year rotation.. Projects in planning include the implanting of both adult and fingerling Lake Sturgeon with acoustic transmitters and the tracking of these fish to determine movements in the Wolf and Red Rivers.

Environmental Protection

ESD continues to work with Federal partners, such as US Army Corp, IHS, BIA, FDIC, to ensure Environmental Assessments and Reviews are completed before projects on the reservation are undertaken to ensure all concerns to environmental degradation are considered.

Fish and Wildlife

Three lined ponds each received approximately 7,600 walleye fingerlings in mid-June. Fish were monitored and fed fathead minnows throughout the course of the year before being stocked in mid-September. These walleyes averaged 1.3 inches long in mid-June and were 5.0 inches long when harvested and stocked into the lakes in September. The fish were stocked into Hazel (384), Crowell (624), Elma (594), Burney (496), Moshawquit (2,638), and Legend Lake (7,270). Pond aerators were purchased and will be used from now on to improve water quality in the ponds.

Fencing for the well house pump that fills the walleye ponds was replaced.

With the assistance from the WDNR, ESD Conducted a comprehensive lake survey on Legend Lake. This survey will continue to be done every four years to estimate size structure, age and populations of game fish and pan fish. Once all data is entered and analyzed, a comprehensive report will be completed and available to the public. The survey will also give managers an idea of what habitat restoration plans are necessary in the future. Tissue samples from game fish sampled in Legend and Burney Lake were kept and tested for mercury concentrations.

Conducted stream surveys at 15 sites across different 10 streams. Surveys were conducted to primarily determine stream health or fish community and size structure. Streams were selected based on previous trout stream restoration and future restoration plans will be made based on the results from these surveys.

ESD participated in several public outreach activities, including several sessions of Culture Camp and Sustaining Native Heritage. During these events students learned about careers in natural resources and got experience conducting fisheries work, such as fyke netting, backpack electrofishing and seining. ESD staff also brought Conservation interns along while conducting stream surveys and College of Menominee Nation students gained experience while gill netting for Lake Sturgeon.

Black bears topped the list of wildlife concerns for much of the summer. The biggest issue with bears was garbage related and ESD continues to recommend keeping garbage indoors if possible or adding latches to the garbage can to make it inaccessible for bears. The ESD meets with homeowners and helps educate them on keeping the bears away from their homes.

The ESD continues to monitor the Timber Wolf Population, Bald Eagle Population, Research black bears, Survey all animal species and start to search for the endangered Pine Marten. Menominee Wildlife Survey Reports are intended to provide current wildlife survey information, harvest data, which will be used to make educated management decisions. Thus the reports provide current data with interpretation

to understand the results. Through completing all these surveys, the ESD obtains a large amount of information on each species and provide harvest data, survey data, and review to the Menominee Conservation Commission. If there is any regulation changes needed, the ESD will provide a recommendation.

In 2018, the Environmental Services Department and all Tribal Natural Resource Programs across America continued to work on the Recovering America's Wildlife Act (RAWA) will redirect \$1.3 billion of existing revenue annually to state-led and \$97.5 million to Tribal-led wildlife conservation efforts. This would be the most significant investment in wildlife conservation in a generation. The Recovering America's Wildlife Act would support Tribal efforts to protect these species and our cultural ties to them.

Chronic Wasting Disease

In 2017, Chronic Wasting Disease (CWD) was found in White-tailed Deer on a game farm which borders the Menominee Reservation. Apple Creek Whitetails is a deer farm located on the southeast side of the Menominee Indian Tribe of Wisconsin (MITW) and has had 11 White-tailed Deer test positive for the CWD Virus. The Farm has one continuous large fence that surrounds the property. Wisconsin DNR and the MITW CWD Management states that from the point of CWD Detection and confirmation, there is an immediate ten-mile zone established and deer within this zone should be tested for the CWD Virus. Wisconsin DNR and the MITW conducted a Public Relation campaign to ask for assistance from deer hunters to bring their deer harvested for CWD Testing within this ten-mile zone. Southeast Menominee Reservation falls within the 10 Mile Radius of Apple Creek Whitetails and should test for CWD. The White-tailed deer sampled will determine whether CWD may have spread from captive deer to wild deer in Menominee. Wild deer in this area are not known to have CWD. 10 deer were sampled during the MITW hunting season in 2018. All 10 deer tested were negative for CWD. Education of tribal hunters and deer sample request was conducted from harvested deer, but tribal hunters did not show interest in providing a lymph node for testing. ESD will continue to try and sample for CWD in harvested deer.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$100,863		\$231,071	\$6,600		\$338,534
Fringe Benefits	\$44,487		\$93,987	\$1,400		\$139,874
Travel	\$1,000		\$9,912			\$10,912
Training						
Equipment			\$8,000			\$8,000
Supplies	\$1,000		\$9,919			\$10,919
Contractual	\$1,572		\$7,998			\$9,570
Utilities						
Space Lease/Rental						
Indirect Costs	\$20,714		\$29,765			\$50,479
Other Costs: (list below)	\$22,549		\$24,084			\$46,633
Totals ►	\$192,185		\$414,736	\$8,000		\$614,921
Fund/Totals Ratio:	31.25%	0.00%	67.45%	1.30%	N/A	

Facilities

Benjamin Warrington, Interim Director

The focus of the Menominee Tribal Facilities Department during the 2019 Fiscal Year has been to improve the condition of Tribal facilities. These facilities house multiple departments that serve the Menominee People. The Facilities Department staff provide clean, comfortable, safe and functional spaces for the tribal employees and the community members being served. The Facilities Department performs routine maintenance of all the building mechanicals, grounds keeping, and daily janitorial services. The Facilities staff is available upon request to the tribal employees for equipment and minor office space repair, moving of office furniture and adjusting the workspace to fit departmental needs.

This past year, the Facilities Maintenance staff has been very busy. Some of the events that Tribal Maintenance was a part of were the Candy/Food Pickup & Delivery at Community Trick or Treat 2018 and the Food Distribution Naming Ceremony in June 2019 entitles Patricia Roberts Food Distribution Center. The Facilities department purchased and installed the letters on the building and took the old sign down. They also helped with event setup and take down at the Food Distribution center. Maintenance staff assisted with the Threads of Hope clothing giveaway at Keshena Assembly of God. Threads of hope provided \$275,000 worth of clothing to the Menominee Community this year. Other activities include the remodel for the Tribal Archivist Office (old employee lounge) and the Employee Lounge remodel (old WRDC offices) which are located inside the Tribal Office building. The roof was replaced at the Gordon Dickie Center in August 2019. The Tribal Office building roof is currently in the process of being replaced.

We processed approximately 3000 work orders in 35 tribal facilities that included moving of offices, building repairs, electrical, plumbing, and other issues at various Tribal facilities.

Future projects for FY2020 include: parking lot expansion at the Tribal Jail, HVAC repairs at the Law Enforcement Center, Tribal Office boiler repairs, Gordon Dickie Center flooring upgrades, and the Lending & Tax building will get floor replacement.

The Tribal Facilities department rarely has the opportunity to interact directly with tribal members. Our goal is to supply tribal departments and their programs with facilities that support the Mission, Vision and Values of the Omaeqnomenewak (People of the Wild Rice). The Tribal Facilities Department will continue contributing to the future of the Omaeqnomenewak.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$313,051	\$124,946	\$186,525			\$624,522
Fringe Benefits	\$131,334	\$65,424	\$52,793			\$249,551
Training			\$5,500			\$5,500
Equipment & Maintenance		\$6,900	\$58,698			\$65,598
Supplies	\$3,567	\$15,538	\$47,874			\$66,979
Contractual	\$62,298	\$257,650	\$16,790			\$336,738
Utilities	\$789,787		\$4,035			\$793,822
Space Lease/Rental	\$8,637					\$8,637
Indirect Costs	\$2,773		\$57,586			\$60,359
Other Costs: (list below)						

Vehicle Lease - Costs	\$13,822	\$1,425	\$4,221			\$19,468
Insurance	\$199,621					\$199,621
Building Maintenance	\$22,215	\$31,878	\$128,488			\$182,581
Direct Contract Support Cost			\$28,545			\$28,545
Totals ►	\$1,547,105	\$503,761	\$591,055			\$2,641,921
Fund/Totals Ratio:	58.56%	19.07%	22.37%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
Space Rent		\$359,383		\$359,383
Totals		\$359,383		\$359,383

Family Services

Carol Corn, Director

Menominee Tribal Family Services is located in the Gordon Dickie Office Building. We occupy the third floor along with Child Support. Our Department consists of a Director, an Assistant Director, a Child Welfare Assistant, four Indian Child Welfare Family Workers, A Kinship Care Family Worker, a Coordinated Services Team Family Worker, a Family Preservation Family Worker, two Crisis Response Workers and a Child Victim Family Worker. Family Services receives funding through Bureau of Indian Affairs funding, BIA child welfare funding, (CTAS grant for purpose area #6) funding from the State of Wisconsin Department of Children and Families (Kinship Care) (Coordinated Services Team), and all positions are supplemented with Tribal funding. We also receive Child Welfare IV-B, Subpart 1 funding from the Federal Department of Health and Human Services.

In FY 2019 Tribal Family Services provided Indian Child Welfare case management to fifty-nine (59) new children and averaged ninety (90) children per month receiving services. In FY19, Tribal Family Services assisted with fourteen (14) children successfully reunified with a parent. We had eight (8) children moved to permanency through Wisconsin Chapter 48 Guardianships and eight (8) children adopted.

Family Services staff assists adult adoptees with accessing sealed adoption records for the purpose of enrollment in the Tribe. We also assist adults with genetic testing to prove affiliation. The clients in both situations are required to cover the costs of documents and/or genetic testing. We contract with DNA Diagnostics to receive a lower rate and assist the families with arrangements for genetic testing.

The Child Welfare Assistant oversees the tribal trust accounts (per capita) for minors and adults who are under guardianships as well as management of the Individual Indian Money Accounts for minors and adults. She reviewed thirty-three (33) IIM accounts in FY19 and processed one (1) request. The Assistant serves as a receptionist for Family Services. She manages and distributes Goodwill vouchers, processes mail and bills and completes other administrative duties. The Assistant has worked diligently to move Family Services towards electronic case management, which will assist us when moving forward with pursuit of other funding resources.

The Kinship Care Family Worker manages approximately forty-five (45) families a month who are receiving the Kinship Care grant. In FY19, we had sixty two (62) unduplicated caregivers and one-hundred-nineteen (119) unduplicated children who were covered under this grant. We have seen an increase over FY18's numbers of fifty-seven (57) unduplicated caregivers and one-hundred-ten (110) unduplicated children. We requested and received one (1) increase in funding to meet the needs of our

families this year. Our Kinship Care Family Worker organizes agency folders with information on Trauma Informed Care and ACES. In addition, she gathers information on Trauma to share with the agency staff. She has been implementing the Independent Living Skills grant, which we received for FY19.

While our Family Preservation Family Worker resigned over the summer of 2019, while she was here she provided case management for families receiving respite daycare under Child Welfare IV-B funding as well as Bureau of Indian Affairs Child Welfare Assistance. We assisted with connecting these families to outside sources that resulted in one family obtaining reliable transportation through the NEWCAP Program. Our Family Preservation worker completed her clinical supervision for counseling children/families with the assistance of Oneida Behavioral Health. In addition to the respite caseload, this worker provided counseling services in home, school and/or the community to a small intensive caseload. She was averaging a small intensive caseload of eight (8) to ten (10) children providing play therapy to the children in the school or home setting.

We applied for and received a grant under the Department of Justice, Office for Victims of Crime. The grant is for three (3) years for a total of \$425,859, and in FY19 we completed year two (2) of the grant. This grant enabled us to hire a family worker who carries a small caseload of child victims who would otherwise not be receiving services. In addition, he assists with the maintenance of the Child Protection Team and Multidisciplinary Team meetings. He is collaborating with local agencies and strengthening supports for families in addition to participating in weekly crisis team meetings at Menominee County Health and Human Services.

BriAnne's Closet continues to provide clothing to needy families. The closet is named for a Family Services Social Worker who passed away in 2018. Her family continues to provide clothing and supplies for the closet to assist families in need.

Family Services continues to receive the State of Wisconsin Coordinated Services Team Grant. In FY18, the CST Coordinator engaged with five (5) Menominee families. In FY19, we increased that number to seven (7) families, just shy of our goal of reaching ten (10) families. Five of the seven families have plans of care and crisis safety plans in place. Two families have been working on their plans and are close to completion. This voluntary service consists of a family developing a support team through both formal and informal supports to aid the family in reaching goals that they have identified.

In June of 2018, the Menominee Tribal Legislature approved the Menominee Children's Code and set an implementation date of June 2020, which is part of the strategic plan. As an agency, we are developing written policy and procedure as well as exploring and applying for additional funding. A work group is addressing updates to the Children's Code. Another work group is developing the policy and procedure.

Family Services employees participate on various committees and initiatives within the Tribe and with outside agencies. The committees we participated in this year are: Health and Family Services, Community Engagement, Kēpāēmehtonenaw (Trauma Informed Care), the Children's Code Work group, Coordinated Community Response Team, Multidisciplinary Team (Federal), Child Protection Team, Tribal Justice Strategic Planning Committee, Intertribal Child Welfare Committee (State), Intertribal Training Partnership Committee (State), Coordinated Services Team Advisory Committee, Tribal/County Planning Committee, Zero Suicide planning committee, the Northwoods Coalition and participation in the State Program Improvement Plan. We also hosted a clothing give away (Threads of Hope) and participated in the Tribal Trick or Treat Event, winning first place for our booth.

In FY19, that state disbanded their official Fostering Futures Program; however, as a committee, we decided to continue the work on our own, renaming the committee "Kēpāēmehtonenaw". We have a Core team that consists of both Family/Human Services Departments, the Epidemiologist from Tribal Clinic and the former Fostering Futures coordinator. The Core Team continues to watch the 27 Trauma Informed Care Modules that the Tribal Clinic developed. In addition, we purchased a video called "Wrestling Ghosts", which documents the journey of a about a young mother who faces her childhood traumas in order to become a better parent. In FY20, we will expand the viewing to reach other agencies.

For FY20, we plan to continue to increase the amount of involvement we have with cases on the reservation. We will continue to serve on the above listed committees and support a healthier community. We will promote the message that child protective services is here to provide support and resources to our families to keep work build a stronger healthier community. All of the employees at Family Services strive to adhere to our mission, vision and values when advocating for Menominee families.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$292,755		\$815,866	\$53,806		\$ 1,162,427
Fringe Benefits	\$123,437		\$364,696	\$36,419		\$ 524,552
Meeting & Related	\$6,000		\$725,478	\$2,078		\$ 33,556
Training & Related	\$896		\$29,063	\$1,028		\$ 30,987
Office Supplies	\$600		\$23,133	\$1,287		\$ 25,020
Telephone	\$300		\$722			\$ 1,022
Space Lease/Rental	\$4,131		\$19,312	\$2,003		\$ 25,446
Indirect Costs	\$56,943		\$81,897	\$15,154		\$ 153,994
Other Costs: (list below)						
Direct Assistance			\$52,043	\$271,009		\$ 323,052
Contractual	\$300					\$ 300
Program Activities			\$4500			\$ 4,500
Dues & Membership	\$350					\$ 350
Other IDC	\$19,250					\$ 19,250
Direct CSC/Indirect CSC			\$142,060			\$ 142,060
Totals ►	\$504,962		\$1,558,770	\$382,784		\$ 1,237,302
Fund/Totals Ratio:	30.70%		44.54%	24.76%		

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
IV-E Reimbursement revenue	140,104	146,296	21,569	\$ 264,831
Totals				\$264,831

Food Distribution

Patricia Roberts, Director

Program goal is to distribute commodity food items to all **eligible** families/persons living on or near the Reservation/County who desire them. We provide nutrition information on program food items and recipes to clientele.

In 2019, we distributed 14,578 cases of food to 6,177 participants of Food Distribution, the cases of food distributed went down compared to last year by 1,630, this could be due to clients have a choice to pick there items themselves and only take what they need. The participation decreased by 859 compared to last year. We distributed 78,797 pounds of TEFAP and 106,921 pounds of donated food to 5,038 TEFAP Pantry participants. This year there was an increase in food available due to mitigation (TMP-Trade Mitigation Package aimed at assisting farmers suffering from damage due to unjustified trade retaliation by foreign nations.) foods offered.

Our program distributes USDA, TEFAP Pantry and Feeding America food items. USDA purchases all food items for Food Distribution and TEFAP. Wisconsin Department of Public Instruction administers the TEFAP Program for USDA. For the TEFAP Pantry we purchase (Cost of storage) for food items from Feeding America in Little Chute with funds receive from Menominee County. We are thankful to

Menominee County because we are able to add more food items to the pantry items with their funding. We also pick up food through Feeding America from Antigo and Shawano Wal-Mart stores. We must weigh and tally the pounds and report them to Feeding America in the TEFAP report and then are able to distribute to our food pantry participants. SAFPARC of Shawano, also donates food items when they have excess products.

Included in the food package for 2019 is Cat Fish, Fresh Eggs to replace all powdered eggs, Frozen Blueberries and Dried Cranberries. We also received Frozen Strawberries and Pulled Pork as a bonus of mitigation food. Still up for consideration in the near future are frozen fruits and vegetables, (frozen Peas are the first to come very soon) and walleye or some white fish.

Our Food Distribution Program Nutrition Education Grant (FDPNE) for 2018-19 did not go as well as previous years as the Nutrition Educator resigned May 2019 and we were not able to fill the position until August 2019. However, we did conduct monthly classes with UWEX and we had a few walk-by displays with taste testing in the warehouse and prepared the slower moving products such as blue cornmeal pancakes, fried catfish and blueberry muffins for clients to sample. USDA did not approve any funding for home gardening so we could not provide any gardening support for our families, however we were able to collaborate with Tribal Clinic and sign out the tillers to families that requested them. The nutrition educator collaborated with CMN to have an informational table at the Annual CMN Earth Day event.

The nutrition educator held a cooking class for 7 college girls who are pursuing careers in various health fields in hopes of teaching, Native Americans. She explained some of the aspects of life on an Indian reservation, some of the foods we eat as Natives, assisted them with making 3 Native type dishes and was able to take them on a small tour of the Menominee Indian reservation.

To better assist our clients the newly hired Nutrition Educator is working with our home-delivery clients, letting them know of all of the services offered at FDP and let them know that we are here to serve them. She included the telephone numbers and email addresses for the FDP personnel and asked them to feel free to contact us if there was anything that we can do to assist them. She will be branching out to do home visits for those interested and needing help with cooking and preparing meals.

The Midwest/Northeast Region Nutrition Advisory Grant funds are supported by the Bay Mills Tribe of Michigan. We are still part of the Midwest/Northeast Nutrition Advisory Committee we meet twice a year to develop a Calendar and Nutrition Guide that features healthy recipes native to our region and highlights USDA foods. The calendars are one of the accomplishments and are given to all participating Midwest/Northeast FDPPIR households. Other nutrition items such as cookbooks and nutrition incentives that promote healthy eating and physical activity are ordered and given out to all participating households each year.

Midwest Region Food Distribution Programs include Indian Tribes from Michigan, Minnesota and Wisconsin and the United States Department of Agriculture (USDA) office in Chicago, Illinois. There are 23 Tribes with Food Distribution Programs in the Midwest Region, 6 from Michigan, 7 from Minnesota and 10 from Wisconsin. The program directors usually meet twice a year with USDA Officials. We meet at our Midwest Region and the National Association of Food Distribution Programs on Indian Reservations (NAFDPIR) Annual Conferences. Both the Midwest Region and National Association are working with USDA to try to make the food package healthier and correct any problems associated with ordering and delivery of food items.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	TEFAP	In-Kind	TOTALS
Personnel Costs	\$75,712		\$199,642	\$672		\$276,026
Fringe Benefits	\$22,453		\$94,213	\$391		\$117,057
Travel			\$750			\$750
Training			\$4,426	\$115		\$4,541

Supplies			\$12,870	\$170		\$13,040
Building Depreciation					\$4,657	\$4,657
Indirect Costs	\$12,582		\$41,226	\$152		\$53,960
Other Costs: (list below)						
Telephone			\$1,200			\$1,200
Dues & Membership			\$450			\$450
Vehicle Insurance			\$3,010			\$3,010
Building Maintenance			\$1,200			\$1,200
Equipment Maintenance			\$1,200			\$1,200
Vehicle Repair			\$4,000			\$4,000
Maintenance Agreement			\$1,400			\$1,400
Program Activities	\$846					\$846
Community Serv/Vol.					\$10,020	\$10,020
Totals ►	\$111,593		\$365,587	\$1,500	\$14,677	\$493,357
Fund/Totals Ratio:	22.62%	0.00%	74.10%	0.30%	2.97%	

Gaming Commission

Lynnette Miller, Executive Director

Mission Statement: The Menominee Tribal Gaming Commission (Commission) shall act to promote and ensure integrity, security, honesty and fairness of the gaming operation.

Commissioners: The following are the Gaming Commissioners and their terms:

Darrell O’Kachekum	Chairperson	August, 2017 – August 2020
Richard Plass	Vice Chairperson	August 2019 – August 2022
Louise Madosh	Secretary	July 2019 – July 2021
Ann Marie Johnson	Commissioner	July 2019 – July 2021
Bobbi Jo Delabreau	Commissioner	August 2019 – August 2022

Commission Staff:

Lynnette Miller	Executive Director	December 1993 – present
Lisa Gast	Internal Auditor	July 1996 – present
Patricia Hesse	Sr. Background Inv.	February 1996 – present
Rose Ponfil	Background Inv. Spec.	July 2002 – present
Wade Waupekenay	Staff Auditor	March 2015 – present
Teanna Davis	Sr. Compliance Officer	September 6, 2016 – September 30, 2019
Russell Wilber	Compliance Officer	November 6, 2017 - present

History: The Menominee Tribal Gaming Commission was established in 1992 and has been in existence for 27 years. The first Gaming Commissions were: David Waupoose, Davey Jean Peters, Duane Waukau, Joan Maskewit, Jonathan Wilber, Dr. Verna Fowler, and Wilmer Peters Sr. The Gaming Commission originally started out with no office and no staff, then in December of 1993 an Executive Director was hired and an office was open at the Neopit Fire Station. Shortly after that an Administrative Assistant was

hired and we were moved to the Boivin home on the side of the Tribal Offices. Since then the Gaming Commission staff grew and we moved four more times. Currently we are located in the old Loan Fund area in the Tribal Office building with five Commissioners and six staff members.

Responsibility:

The Menominee Tribal Gaming Commission was established pursuant to the Menominee Tribe's Chapter 347, Article III - Gaming Code. This code allow the Gaming Commission to perform regulatory oversight and to monitor compliance with tribal, federal and applicable state regulations and the Gaming Compact. Included with these oversight duties, the Gaming Commission also serves as the licensing authority for individuals employed in the gaming operation and who work in the gaming areas, we monitor compliance with the tribal internal control standards for the gaming operation in tracking revenues, we promulgate regulations and we investigate any suspicious wrongdoing associated with any gaming activities.

In alignment with the Tribe's mission statement, the Gaming Commission practices responsible leadership to ensure that the integrity of the Menominee Casino Resort (MCR) is intact so we can assist in promoting, protecting, and reserving our rights, resources and culture. This is accomplished by ensuring that the MCR is regulated in a manner that adequately protects the revenue flowing through the gaming areas and as a result the transfers are sent to the Tribe and utilized as the Indian Gaming Regulatory Act intended them to be, which is:

- To fund tribal government operations or programs;
- To provide for the general welfare of the Indian tribe and its member;
- To promote tribal economic development;
- To donate to charitable organizations;
- To help fund operations of local government agencies.

Services:

The following are some of the services we provide on behalf of the Tribe and for the Tribe and we ensure they are adhered to:

- An annual independent audit of the gaming operation,
- Class II and class III gaming facilities are constructed, maintained and operated in a manner that adequately protects the environment, the public health and safety,
- MCR and Thunderbird facilities are properly licensed.
- All mandatory audits and follow up audits are conducted in a timely manner,
- Due diligence is completed on all key employees and primary management officials by conducting an investigation sufficient to make a licensing determination.
- Tribal property and gaming assets are properly segregated, safeguarded and that the property and assets are not used for unauthorized activities and;
- Waste, fraud, abuse and corruption are disclosed to appropriate authorities.

Successes:

In the Menominee Tribal Gaming Commission's efforts to keep the criminal element out of the MCR and to ensure that the integrity, security, honesty and fairness remain intact, the following are some of our successes for this past fiscal year:

- 66 gaming licenses issued
- 44 employees received a reissued gaming license
- 117 renewed gaming licenses issued
- 2 gaming licenses revoked – both were for failure to abide by their signed stipulation
- 0 gaming licenses denied
- 7 suspended gaming license for non-compliance with the licensing process
- 4 gaming license applicants deemed ineligible
- 59 gaming licenses were verified for other gaming facilities
- No material audit findings

- 12 mandatory internal audits completed
- 12 mandatory follow up audits completed
- Self-regulation continues to be maintained for 19 years

The services and the successes of the Menominee Tribal Gaming Commission align with the Vision of the Tribe to ensure we are a strong, healthy and proud nation living in accordance with our culture and beliefs, and that we possess the resources to be successful in achieving our own mission statement.

I would like to say **Thank You** to the Commissioners and to the staff of the Gaming Commission for a job well done this past year.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$335,318					\$335,318
Fringe Benefits	\$161,850					\$161,850
Travel	\$1,000					\$1,000
Training	\$5,000					\$5,000
Equipment	\$1,900					\$1,900
Supplies	\$3,550					\$3,550
Space Lease/Rental	\$11,450					\$11,450
Indirect Costs	\$68,722					\$68,722
Other Costs: (list below)						
License & Permits	\$9,100					\$9,100
Totals ►	\$597,890					\$597,890
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Historic Preservation/Logging Museum

David J. Grignon (Nahwahquaw), Tribal Historic Preservation Officer

MENOMINEE ACTION PLAN

The Menominee Tribal Legislature established the Synthetic Marijuana Task Force in 2017 and as a result, the Menominee Action Plan was developed. The department, at the request of the Menominee Tribal Legislature, was asked to plan and coordinate two Menominee Youth Culture Camps because it was felt that the Culture Camp was a good way to teach our Menominee youth their cultural identity. We now coordinate the two camps with financial help from various tribal departments, tribal entities, Menominee Indian School District and College of the Menominee Nation.

SECOND DIRECTOR'S RETREAT

The director was unable to attend the retreat because he gave testimony at the "Contested Case Hearing" against the proposed Back Forty Mine in Lansing, Michigan.

REPATRIATION

The department continues its Cultural Affiliation Repatriation Claim for our sacred ancestor's remains, associated funerary objects and unassociated funerary objects from the University of Michigan and the Milwaukee Public Museum through the provisions of the Native American Graves Protection and Repatriation Act (NAGPRA). There is continued "consultation" under NAGPRA for the claim in question that come from the Riverside Cemetery on the Menominee River just above Marinette and Menominee. We

have to prove with the “preponderance of evidence” that the Menominee people were located on the Menominee River in the Archaic Period or 800 A.D. We have submitted a lot of evidence for our claim but it is not enough and further “consultation” with the University of Michigan and Milwaukee Public Museum who also have our ancestor’s remains from the Riverside cemetery.

MENOMINEE RIVER CULTURAL LANDSCAPE NATIONAL REGISTER NOMINATION

The department continues to work on the National Register of Historic Places Nomination for the Menominee River Cultural Landscape. The Wisconsin State Historical Society is currently reviewing the document and when they are completion of their review will be presented to the Historical Society Review Board. The National Register Cultural Landscape Nomination is for the Sixty Islands area of the Menominee River and includes a comprehensive list of Menominee sacred and ceremonial sites, archaeological sites, prehistoric garden beds, and other areas of historical, cultural and spiritual significance to the tribe and is near the proposed Back Forty Mine site. The director attended an Informational Meeting for residents within the boundaries of the nomination of the proposed Landscape District at the Marinette High School in September that is required as a part of the nomination process.

BACK FORTY MINE

In June, the director testified at the “Contested Case” Court Hearing in reference to the Back Forty Mine Wetlands Permit in Lansing, Michigan. The director was one of several tribal members who gave testimony in opposition to the wetlands permit at the Public Hearing held in June at the Stephenson High School in Stephenson, Michigan. Lawyers from Earth Justice also came to the reservation in May for a tour of the reservation and the Sixty Islands area of the Menominee River near the proposed Back Forty Mine. The director and archaeologist Dr. David Overstreet met Congressman Mike Gallagher near the proposed Back Forty Mine sight to brief him on our efforts to protect the cultural resources near on the Menominee River.

SECTION 106 OF THE NATIONAL HISTORIC PRESERVATION ACT (NHPA)

The department continues to monitor “federal undertakings” compliance requirements as mandated by the National Historic Preservation Act (NHPA). Section 106 of the NHPA mandates “consultation” with tribes to access historic properties in the “area of potential effect” of a project using federal funds, on trust land or in need of a federal permit. The director reviewed several “federal undertakings” here on the Menominee reservation and off the reservation. The THPO is a signatory on all tribal forestry prescriptions for compliance with Section 106 of the NHPA because all tribal forestry management activities occur on trust land and use federal funds. Some of the federal agencies the department is working are the Federal Communications Commission, Army Corp of Engineers, Federal Energy Regulatory Commission, Indian Health Service, US Forest Service, Department of Interior and National Park Service. The director is also a member of the National Association of Tribal Historic Preservation Officers.

TWO MENOMINEE YOUTH CULTURE CAMPS

The department coordinated **two** Menominee Youth Culture Camps this year. The first camp was on June 23-28 at Wayka Falls and the second camp was July 21-26 at Mawa-Chesineyah on Lamotte Lake. The second camp was moved because a huge storm blew trees down at Wayka Falls and because of high water on the river near the campsite. We had twenty-eight youth in the first camp and thirty youth in the second camp. The youth campers were immersed in Menominee culture, history and the traditional arts of the tribe. The Menominee Language and Culture trainees were on hand to work with the youth on their language skills. The youth campers listened to presentations and participated in demonstrations that included Herbal Medicines, Archaeology, Forest Ecology, Traditional plants, Flint-knapping, Atlatl, Menominee language, moccasin making, loom beadwork, tobacco pouches and hand-drum making. The youth also listened to an AODA presentation, anti-bullying from the Tribal Police and an Archaeological presentation and site visit with archaeologist Dr. David Overstreet. There was a traditional meal for parent’s night and youth participants performed skits from Menominee legends and participated in a mini-pow wow. Both weeks ended with the traditional games of lacrosse and shinney. We had Menominee youth attending the camps from Seattle, San Diego and Chicago and of course the Menominee reservation.

STURGEON FEAST AND CELEBRATION POW-WOW

The department planned and coordinated the 26th Annual Sturgeon Feast and Celebration Pow-wow. The feast and pow-wow took place at the Menominee Indian High School on April 20, 2019. Fifteen sturgeon were brought to the reservation for the feast by the Wisconsin Department of Natural Resources and were placed in Chikenay Creek where a tobacco offering and honor song was performed by the Wolf River singers. On the morning before the pow-wow, a water ceremony was held at Keshena Falls followed by a “water walk” by community members to the Menominee Indian High School. Head dancers for the pow-wow were Mary “Do-Dar” Denny and J.J. Corn who also served as the head veteran dancer. The Wolf River singers were the host drum for the event. We fed over three hundred people at the feast of smoked sturgeon, hull corn soup, nanapoon, maple sugar cake and other traditional foods. The “fish dance” was performed in honor of the sturgeon and a plate of food was taken to the river to “feed the spirits” by Menominee veteran Colin Caldwell, Jr.

WISCONSIN INTERTRIBAL REPATRIATION COMMITTEE

The director is a member of the Wisconsin Intertribal Repatriation Committee (WIRTC). The committee meets quarterly to discuss tribal repatriation issues, cultural resource preservation and other cultural and spiritual matters. One of the issues that was discussed at the meeting was the proposed Kohler and Oshkosh Golf Courses, and before the golf courses can be built, an archaeological survey must be performed. In both instances, archaeological surveys were completed in fact, both needed Phase III surveys that included excavation of historic properties found at both sites. Human remains were found during both excavations but no cultural affiliation was determined and the remains were sent to the Wisconsin State Historical Society. The WITRC will repatriate them and rebury them at a later date. Further “consultation” under the NHPA will continue with tribes and WIRTC until both projects are completed.

LUMBERJACK BREAKFAST AND CULTURAL HERITAGE DAY

On October 5th, the department held its annual Lumberjack Breakfast and Cultural Heritage Day at the Menominee Logging Museum. Several volunteers helped cook and serve the meal and did clean up duties. A big Maec Waewaenen to all who helped and who donated items for our basket raffles. We had a pie auction with several pies were auctioned off to those in attendance. For our Cultural Heritage Day presentations and workshops we had Jonesy Miller and Dale Kakkak processing wild rice the traditional way, Marc Grignon on the uses of hemp, Menominee language trainee Dan Grignon presented on the Menominee language, Kathy Mair and Fransisco Alegria, Jr. presented on home grown foods/gardening, Richie Plass on mascots, and Skip Jones played Folk Music.

MILES OF ART FESTIVAL

On October 5 and 6, the department hosted the annual Miles of Art at the Menominee Logging Museum. We had several community members show their artwork that included paintings, beadwork, quillwork, earrings, woodcarvings, egg etching, raised beadwork, and other crafts. We also had one of our artists performing a black ash basket demonstration. This is the third year that the event was hosted by Logging Museum.

ANNUAL ARTS AND CRAFTS FAIR

The department held two Menominee Arts and Crafts fairs here at the Cultural Museum. The arts and crafts fairs gave community members the opportunity to display and sell their arts and crafts and to meet other artists. Some of the arts and crafts at the fair were paintings, drawings, beadwork, quillwork, sculptures, baskets, dream catchers, woodcarvings, egg etching, moccasins/mittens, earrings, dance regalia, quilts. This is a good time for community members to come to the museum to buy items and meet people in a friendly and cultural atmosphere.

MENOMINEE CULTURAL MUSEUM

The Menominee Cultural Museum is open all year and we receive visitors all over the United States and foreign countries. The museum display includes artifacts made by tribal members and some on loan from other museums. The main attraction is the huge ancestral bear that was carved by the late James Frechette, Jr. and the smaller five clan (bear, eagle, wolf, moose and crane) figures. The museum purchased a carved beaver from a tribal member, an impressive piece of artwork that will be put on display. The museum gift shop has a wide array of handmade arts and crafts for sale as well as t-shirts, sweatshirts, paintings, jewelry, beaded earrings and necklaces, woodcarvings, and other craft items.

MENOMINEE LOGGING MUSEUM

The Menominee Logging Museum is open May through October and takes one hour to take a guided tour through the seven log buildings. The museum is a replica of an 1880 logging camp of which there were thirty-three camps here on the Menominee reservation. We have the largest collection of logging artifacts and in the Mid-west and have visitors from all of the United States and foreign countries.

YOUTH PROGRAM (ARCHAEOLOGICAL) OPEN HOUSE/HARVEST FEAST

On September 13-14, the department sponsored the Youth Program Archeological Open House and Harvest Feast. The event started with presentations at the Culture Building at CMN that included Dr. David Overstreet, Recasting the Archaeology of the Menominee Reservation; Ecologist Wendy Munson-Scullen, Midwest Ethno horticulture LLC; Dr. William Gantner of UW-Madison, raised agricultural fields on the Menominee reservation and Menominee River and Jeff Grignon-protection of Menominee Cultural Resources in the Menominee Forest. The second day included a tour of reservation archaeological sites and ended with a harvest feast and Menominee traditional dances lead by the Wolf River Drum.

WASHINGTON STATE UNIVERSITY/TRIBAL DIGITAL STEWARDSHIP COHORT PROGRAM

The department is a part of a grant to have one of our staff participate in workshops at the Washington State University include, organizing collections, management and metadata, policy creation, providing access to digital collections in the community, digital return initiatives with non-Native repositories.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$116,633		\$39,951			\$156,584
Fringe Benefits	\$71,748		\$23,910			\$95,658
Travel						
Training	\$2,000					\$2,000
Equipment						
Supplies	\$3,200					\$3,200
Contractual	\$10,000					\$10,000
Utilities						
Space Lease/Rental						
Indirect Costs	\$26,793		\$8,117			\$34,910
Other Costs: (list below)						
Telephone	\$1,200					\$1,200
Building Maintenance	\$3,607					\$3,607
Advertising	\$1,500					\$1,500
Vehicle Costs	\$917					\$917
Totals ►	\$237,598		\$71,978			\$309,576
Fund/Totals Ratio:	76.75%	0.00%	23.25%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
Lumberjack Breakfast and Heritage Day	\$3,635	\$1,300	\$1,904	\$(604)

Sturgeon Feast & Pow-wow	\$3,642		\$3,563	\$(3,563)
Menominee Nation Museum fundraising	\$26,059	\$2,836	\$21,218	\$(18,382)
Totals	\$33,336	\$4,136	\$26,685	\$(22,549)

Housing

Wayne Wilber, Director

Summary of Services:

Housing's primary responsibility is to provide safe and healthy housing to Tribal members living within the exterior boundaries of the Reservation. The goal is to do this in a professional and courteous manner, keeping the needs of the community and the Tribal organization prominent in the decision-making process.

Department staff includes 39 Team Members- Director, Maintenance Manager, Eagle's Nest Manager, Planner/Grant Writer, Accounts Receivable Technician, Secretary/Receptionist, four (4) Resident Service Team Members, Occupancy Clerk, Compliance Officer, three (3) Inventory Team Members, Maintenance Secretary/Receptionist, Inspector, two (2) Cleaning Team Members, six (6) Maintenance Team Members, six (6) Home Rehab Team Members, one (1) Landscaping/Maintenance Team Member and eight (8) Eagle's Nest Program Assistants.

Our department provides housing services to Tribal members on a multitude of levels; we have eight (8) different tax credit projects consisting of 179 single family units; 84 low-rent single family units; 66 various elderly/mixed apartments; 1 remaining mutual help unit and we assist Tribal members with Rental Assistance in surrounding communities. We also offer temporary homeless services through the Eagle's Nest, as well as two (2) transitional units for assisting with moving eligible applicants towards more permanent housing solutions.

We have rental units in the communities of Zoar, South Branch, Middle Village, Neopit and Keshena. MTHD offers a variety of programs ranging from rental units to assistance with home repairs. Below is a list of the programs we currently offer and the requirements for each. Applications for the programs are available on-line through the Tribe's website, at the Housing offices or you can contact Housing and we can have one mailed or emailed to you.

MTHD Programs Offered:

202/Elderly:

This rental program provides one or two bedroom apartments for qualified elderly or disabled applicants who meet the requirements. The program requires an application; has minimum age requirement of at least 62 years or proof of disability; a background check; and a source of income. A waiting list exists for placement in units under this program and applicants are awarded units based on this list, although some immediate occupancy is available in select areas such as Zoar & South Branch.

515 Apartment Program:

This is a rental assistance program for low/very low income families, including the elderly. These are two bedroom units located in Middle Village. Each of the three buildings contains four apartment units. Qualified applicants pay a reduced rent rate based on their adjusted income. There are three handicap accessible apartments and preference for these units will be given to applicants who demonstrate the need from these modifications. The program requires an application; a background check; and a source of income. A waiting list exists for placement in units under this program and applicants are awarded units based on this list.

Elderly/Disabled Assistance:

The Elderly Assistance and Disabled Assistance Programs offer assistance to help fund home improvements and repairs for enrolled members age 55 and above who reside in Menominee, Shawano,

Oconto or Langlade counties and would not otherwise be able to afford them on their own. The program offers assistance with one repair/service item up to \$7,500; has an application; income guidelines; and program requirements, which must be completed and approved prior to any service work to be completed.

Elderly Home Preservation Program:

The program provides enrolled Menominee elders age 55 and above who own their own home and are ineligible for other assistance programs, the help they need to ensure their homes are safe and healthy. The program offers assistance with one repair/service item up to \$15,000. The program requires an application; and has guidelines for approval based on income, family size and type of improvement requested, approval is required prior to any service work to be completed.

Housing Improvement Program (HIP):

Home Improvement Program for enrolled Menominee members who reside within the Menominee Reservation service area. The program offers assistance for home repairs or in some cases a new home. The program requires an application; has income guidelines; land ownership/lease requirements and no other resources for housing assistance for approval. The program restrictions are very difficult for our Tribal members to be approved for service.

Home Repair Loan Program:

Home Repair Loan program offers assistance with home repair projects located within Menominee, Langlade, Oconto and Shawano Counties. The loans are available to enrolled members who own their own homes and have the ability to repay the loan over a period of time. Loans are available up to \$7,500. The program requires an application, pre-approval of the project and a wage assignment, except for those on social security, as part of the repayment.

Indian Health Services (IHS): This program offers assistance with sewer & water infrastructure including well, water hook-ups, septic/drain field or septic/mound system. The program requires an application; has guidelines for approval, including proof of enrollment, must live in the home you are requesting service and no mobile homes older than five (5) years. Completed applications are forwarded to the IHS office in Rhinelander for further processing and approval. The process can be a lengthy one, so please plan accordingly. The service area for this project is within the boundaries of the Reservation.

Rental Assistance:

Provides low income families with an opportunity to find housing in units not managed by MTHD. Vouchers from this program can be used in the following counties: Menominee, Shawano, Oconto, and Langlade. A “Shared Rent” arrangement is established (based on income) for 12 months where MTHD helps qualified applicants meet rent expenses. The program requires an application and income verifications. Approved applicants for the program are only eligible to receive services once under the program guidelines.

Security Deposit Assistance:

Provides assistance to low income families with either a Security Deposit or first month’s rent in units not managed by MTHD. The assistance can be used in the following counties: Menominee, Shawano, Oconto, and Langlade. The program requires an application and income verifications.

Single Family/ Low Rent/ Tax Credit:

Provides low income families with affordable rental housing. This program offers a wide variety of single family detached homes with 2, 3, 4 or 5 bedrooms and 1 bedroom apartments (only located in Neopit) to lease on a month to month basis to qualified applicants. The program requires an application; a background check; and a source of income. A waiting list exists for placement in units under this program and applicants are awarded units based on this list.

Market Based Rentals

The program provides opportunities for Tribal members to rent homes at a market rate. The rental units are available for Tribal members whose household income is above the program limits of the NAHASDA programs. Currently, MTHD has purchased/acquired fourteen (14) rental units for use in the program.

The program requires an application, background check and proof of income for the program. MTHD is accepting applications; has waiting lists and a process in place for awarding the units when they are ready for occupancy. MTHD will continue the program with more units in the future as funding and opportunities become available.

Eagle's Nest – Emergency Shelter

The Eagle's Nest Emergency Shelter was successful in assisting three (3) Residents find permanent places to stay this past year. While some were able to move on and find a permanent place to stay, others were not able to and continue to work with programs they were referred to. Five major barriers our Residents face when looking for a permanent place to live are: no income, lack of credit, past criminal history, evictions, and basically cannot afford to pay the full rent by themselves; low income.

From October 1, 2018 to September 30, 2019, the Eagle's Nest Emergency Shelter served 172 families comprised of 88 children and 84 adults.

While at the Eagle's Nest, Residents are provided many resources to assist them with finding permanent housing, securing food services and employment. For example, they are provided referrals to TANF, W-2, Food Share, JTP, Vocational Rehab Program, and UMOS; transportation for job interviews and to look at apartments/housing; a monthly Transit Card for utilizing DOTS; assistance with fees for background checks or other documents. These resources assist the Resident with moving toward a more independent life and finding permanent housing.

Each Resident's case is assigned to the House Manager and a Program Assistant who they meet with weekly to address their needs. Many improvements are made at the Shelter based on the needs of the Resident. The ultimate goal is to assist them while at the Shelter with finding permanent housing solutions, budgeting, and securing employment/income.

We work with the following programs to assist residents with finding the resources necessary to move into a home or apartment:

New Cap, Inc. - they assist with housing counseling services, rental assistance, shelter programming, loans for homebuyers and vehicles among their tenant based programming;

Forward Services, Inc. - they will pay for an apartment for up to one year's time, providing the person has an income;

Rural Housing, Inc. - will assist residents with Security Deposits or 1st month's rent, providing the person has an income;

Menominee Tribal Housing Department's Rental Assistance Program.

Many donations come into the Eagle's Nest during the year and are distributed among the Residents. Community members are welcome to go through the clothing donations as needed. We also receive monetary donations to assist residents with no income with obtaining birth certificates or criminal background checks in order to apply for Housing.

The Eagle's Nest Manager and Housing Director hear the complaints and concerns regarding the Eagle's Nest and they investigate and take corrective action when necessary. Complaints usually are centered on the duration of stay at the Shelter. In the rare event residents cannot find more permanent housing within the 45 day time limit of their stay, they may apply for an extension of 30 days.

We have two (2) transitional units for providing families with temporary housing. The maximum length of stay is six (6) months; Residents are required to actively seek a more permanent housing solution while in the units. Tenants in these units are required to pay the utility costs to Alliant Energy and Menominee Tribal Utility; rent, which is one flat rate, not including heat and are required to save \$100 per month while in the Transitional Unit. In addition, they must continue to meet with the EN Manager on a weekly basis for any assistance required and direction to other programs the family may qualify for.

Department Accomplishments:

MTHD conveyed three more units to Tribal members under the Tax Credit 1 Home Ownership Program in Middle Village and have six remaining units to convey as the tenants reach their payment thresholds.

MTHD assisted in funding the community Halloween Event at CMN; participated in the National Night Out Against Crime and collaborated with YDO on Block Parties; continued the weekly walking series in our tenant communities which included walking, food and participation prizes; hosted a 2nd Annual Tenant Appreciation Event at the Fairgrounds; continued the Housing Tenant Scarecrow Contest, Holiday Decorating Contest and Thanksgiving Turkey Dinner donation.

MTHD has donated funds for many community events/programs this past year including Halloween Event at CMN, Native Pathways students to New York, sponsoring Tiny Tot payments at annual contest Pow-Wow, Menominee Hoops Program, Youth Olympics, Menominee Indian Boxing Club Boxing in the Bowl Event, Menominee T-Ball, Little League, Menominee Babe Ruth Baseball, Menominee Legion Baseball, Menominee Veterans Golf Outing, Woodland Boys and Girls Golf Outing, MTPD Shop with a Cop Golf Outing, Father/Sons Golf Outing, purchasing a stroller for Language Immersion Program, Culture Camp, sponsoring meal at Community Addiction Education Forum, Community Fireworks Event,

Under the Home Repair Loan Program, MTHD continues to assist private home Tribal members with loans for various improvements, repairs or renovations made to their homes. The past year, MTHD assisted Tribal members with emergency furnace replacements, roof replacements, interior remodeling, appliance replacements, window replacements, siding replacements, outdoor woodstove additions, sewer/septic repairs, electrical repairs, flood damage repairs and hot water heater replacements. Overall, with the expansions made in this program, we are able to assist most Tribal members either through programming or through this loan program when they need assistance.

Department Future Plans:

Below is a list of future plans MTHD will be forward with in searching for solutions to our Tribe's need for housing.

Market Based Rentals

The program has slowed, but MTHD will continue to search for purchasing opportunities on homes within the Reservation boundaries. We recently moved forward with two (2) additional offers for purchasing homes to rent to the Domestic Violence Program as Transitional Units. Overall, the program offers a unique niche to Tribal members who are searching for rental options. MTHD hopes to obtain more units this year for Tribal members to utilize.

Home Ownership

MTHD submitted a \$5 Million grant application to HUD for expanding home ownership and for some to utilize as rentals this past year. We are waiting on the announcement from HUD on the applications. The plan is to add at a minimum 40 homes under this plan and it will include all infrastructure. The development area proposed is near Warrington Addition and will be within walking distance of the Keshena schools, the Save A-Lot/Family Dollar Mall Complex and the newly proposed Community Center, once built.

MTHD received information from the U.S. Department of Veterans Services on a specific home loan program for Veterans on trust land. The information was shared with the Veteran's Service Office as well in hopes of promoting this program for the many Veterans we have in our community.

MTHD recently had meetings with Bay Bank staff regarding options for Tribal members on Home Ownership. Primarily, the discussion centered on the Tribe or Tribal Entity to assume a series of Section 184 Home Loans, then transfer those loans to Tribal members for use and ultimately Home Ownership. This plan will need further planning efforts and could be considered if the Tribe is not awarded the grant from HUD. We continue to search for home ownership options for Tribal members.

Strategic Planning

In February of 2019, MTHD moved forward with a strategic planning effort to assist with being prepared for applying for the HUD Grant. Staff met for three days with staff from an outside consulting agency-Blue Stone, Tribal Administration, Tribal Lending/Tax Director and other departments to discuss and develop a strategic plan for creating a roadmap for MTHD to use in moving forward with meeting the needs of Tribal members. Through discussion, evaluations of existing resources, interviews, surveys and meetings, an executive summary was drafted and the information used to show deficiencies and unmet needs regarding housing for Tribal members. MTHD will continue to utilize the executive summary and further investigate other strategic planning efforts as a means to finding solutions for home ownership and rental options for Tribal members.

Final Thoughts:

Overall, the mission for the department will remain the same; we need to continue offering safe and healthy housing opportunities to Tribal members. Within this mission, we will be looking at various improvements to increase efficiency and effectiveness in our delivery of services to Tribal members. Yearly, our residential staff assists hundreds of tenants in their daily activities and will look at how we can move toward improving relationships with tenants and relating in a trauma informed care approach; some things will remain the same, our maintenance staff will continue to complete thousands of maintenance repair/work orders from tenants, our maintenance staff is very busy and we are looking at improving our training program to increase their performance and efficiency to better handle the workload required.

In programming, MTHD will continue to look at better ways to serve Tribal members through departmental policy changes which make sense for both the department and the tenant. The staff will continue to look at ways to balance the requirements from funding sources with the needs of Tribal members. Our service delivery will continue to evolve as we continue to learn and utilize the trauma informed care in our programs.

Being accountable to both the Tribe and Tribal members is a goal of the department, we must continue with making strides to operate efficiently and effectively for the betterment of the Department and the Tribe.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$84,343		\$1,304,425			\$1,388,768
Fringe Benefits	\$44,401		\$629,951			\$674,352
Elder Assistance	\$2,584					\$1,310
Supplies	\$39,447		\$39,448			\$78,895
Contractual	\$96,430		\$36,085			\$132,515
Utilities	\$44,883		\$120,135			\$165,018
Program Activities	\$17,714					\$17,714
Indirect Costs	\$64,335		\$320,790			\$385,125
Other Costs: (list below)						
Building Maintenance	\$2,149		\$61,941			\$64,090
Construction Grants	\$14,695		\$19,046			\$33,741
Insurance	\$169,542		\$58,995			\$228,537
Vehicle Costs	\$36,751		\$18,016			\$54,767
Rental Assistance			\$26,351			\$26,351
Garbage/Recycling			\$13,388			\$13,388
Subsidy	\$108,416		\$209,676			\$318,092

Land Acquisitions	\$114,482					\$114,482
Construction/Renovations						
Donations	\$31,703					\$31,703
Totals ►	\$871,875		\$2,858,247			\$3,730,122
Fund/Totals Ratio:	23.37%	0.00%	76.63%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
515 APARTMENTS	-	\$61,234	\$74,009	(\$12,775)
202 APARTMENTS	-	\$141,523	\$159,513	(\$17,990)
NON-PROGRAM INCOME	-	\$150,000	\$150,000	
MARKET RATE RENTALS	-	\$58,800	\$58,800	
Totals		\$411,557	\$442,322	\$(30,765)

Human Resources

Tasha Caldwell, Manager

The mission of the Human Resources Department is to be a partner with all departments in the recruitment, selection and retention of quality employees for the Menominee Indian Tribe. Our goal is to provide employees with every resources and opportunity available to them to achieve success in their positions with the Menominee Indian Tribe.

Departmental Strategic Plan:

The Human Resources Department developed a strategic plan to align our goals and objectives with the Tribal Strategic Plan. Based on the mission and goals of the Department, we developed three objectives to improve our service delivery to include,

1. Develop and implement a comprehensive approach to workforce recruitment, hiring, retention and planning resulting in an effective workforce to meet the present and future needs of the Tribal government;
2. Improve supervisory and performance management practices across the Tribal government
3. Increase efficiency by providing basic human resources and transaction processes utilizing technology advances

Objective #1: The Department completed a review and evaluation of existing processes, resources, and methods to meet our recruitment needs. As a result of this review, we found that the completion of our third objective was critical to improving recruitment, retention and employee engagement goals of our strategic plan. In FY2019, the Department began using additional external recruitment services, such as Indeed, TechConnect, Wisconsin Jobs, Law Schools, Wisconsin State Bar, Psychological journals & other field-specific recruiting websites, WECAN, NEMT Association, and others. We will continue work through our internal workgroup to accomplish greater engagement with candidates and our existing employee population.

Objective #2: The purpose of this objective is to review policies, procedures, employee development programming, and methods of engagement. During this fiscal year, Human Resources collaborated with Administrative Committee to review policy changes and move to Governmental Affairs for MTL approval.

The Department also began work on development of revised department procedures and strategic revision of Department processes to streamline functions of Human Resource staff to better meet the evolving needs of our employee population. In FY2019, the MTL approved revisions to the Standards of Conduct, Trauma Responsive Drug-Free Workplace Policy, Drug Free Workplace policy revised to meet new policy objectives, Clarified language in the 90-day Orientation Period, Added sections to Annual Evaluation Policy & procedure, Pay Rate Change Procedures. The Human Resources Department has also drafted new policies, procedures and processes to meet Federal Regulatory requirements for the Drug Testing Policy for the Department of Transportation. These policies were reviewed by the Administrative Committee and approved by the Governmental Affairs Committee. These procedures were designed to ensure compliance with the Federal Transportation Authority for safety-sensitive positions. The Department is also using the Community Engagement Workgroup 90-Day Plan Model to complete Policy Revision, Departmental Procedure & Process Initiatives, and Skill building initiatives contained within the larger Departmental Strategic Plan.

Objective #3: The Department completed the review of our Human Resources Management systems. The Department has continued work on the HRMS project and has expanded its scope to meet our objective to streamline the processes and increase employee engagement through self-service options. This project is slated for completion in FY2020 as the funding request was submitted for consideration to Budget & Finance Committee. The Department continues to seek additional funding sources to meet this need due to fiscal challenges facing the Tribe during this time.

Community Engagement:

In FY19, the Human Resources Department continued our participation in the Community Engagement Workgroup. The Department developed a 90-Day Plan entitled “Workforce Development.” The purpose of the plan is to increase the capacity and skill of our workforce & address challenges that lead to unemployment and organizational turnover. Our goal is to increase capacity and skills to rebuild the Menominee Workforce. This is a collaborative effort between members of the Human Resource Department, Community Resource Center, Tribal Education Department, Vocational Rehabilitation, and College of Menominee Nation. The scope of this plan includes many facets that we anticipate this to be an ongoing plan through the coming fiscal year. Through FY19, the Workforce Development Workgroup developed and completed community-wide surveys on Challenges to employment, Workforce Environmental Challenges. The Workgroup is evaluating the qualitative responses of the survey information to compile a report to assist in developing solutions to challenges identified through training, education, and organizational changes.

The following graph depicts the gross annual salary for fiscal year 2019 ending September 30, 2019 and to include the previous year as well. This provides an estimate concerning the gross payroll growth and/or stabilization throughout the previous two years. This also reflects the total employee count at the end of each fiscal year. Please note this data is calculated as of the end of September 30, 2019. This does not indicate that we had started with 1149 employees at the start of the fiscal year.

Fiscal Year	10/1/2018 - 9/30/2019	10/1/2017 - 9/30/2018
Payroll	\$36,030,888.30	\$33,667,636.15
Employee Count	1149	1130

Human Resources Vacancy, Recruitment & Retention Efforts:

The information depicted below details the current year ending September 30, 2019 and that for comparison the year ending September 30, 2018 concerning job openings, interviews, resignations, discharges and layoffs.

	10/1/2018 - 9/30/2019	10/1/17 - 9/30/18
Job Openings	262	300
Applicants	1400	1547

Interviews	973	1056
Manager/Supervisors	27	24
Technical/Professional	137	148
Clerical	21	26
General	77	102
Emergency Hire	46	35
Resignations	111	104
Discharges	46	69
Layoff/leaves	47	20

Drug-Testing Program:

The Tribe conducts drug testing of tribal employees. The Human Resources Department utilizes two different sites for urinalysis collections; Menominee Tribal Clinic and Maehnowesekiyah Wellness Center. All test results are verified by Cordant Forensic Solutions. We also use Fastest Labs for any hair follicle testing that can be used in conjunction with our urinalysis testing.

We use a ten panel testing process that can detect the presence of amphetamines, barbiturates, benzodiazepines, buprenorphine, cocaine, MDMD/ecstasy, Methamphetamine, Methadone, Oxycodone, PCP/Phencyclidine, THC/Marijuana, Morphine/Opiates. Employees' who test positive for illegal drugs and/or abuse/misuse of prescription drugs are provided with an opportunity to participate in the Employee Assistance Program. Employees may also be subject to disciplinary actions as severe as termination in some cases, due to regulatory requirements. This graph represents the number of positive tests that we had for the current year ending September 30, 2018.

Positives - Drug Testing	10/1/2018 - 9/30/2019	10/1/2017 - 9/30/2018
Alcohol	1	2
Synthetic	0	0
Marijuana	7	11
Cocaine	3	7
Other (Prescription Drugs)	10	21
Total	21	41

Employee Assistance Program:

The Employee Assistance Program is a benefit offered to employees of the Tribal Organization. This program can be used by employees to assist them in addressing areas of concern that may have a negative impact on their personal or work life. The program offers assessment, short term counseling, and referral services for a wide range of concerns such as; gambling problems, mental health issues and substance abuse. The EAP Coordinator in the Human Resources office receives and processes administrative referrals (employees referred by Supervisor) and self-referrals to the EAP program.

In FY19, the Department enhanced this service by providing an in-house Employee Support Counselor who not only provides on-site counseling services and case management for employees, as well as coordination and policy development for the program. Employees can also utilize EMDR as a part of therapy for those experiencing crisis.

The program has been beneficial in addressing the improvement of wellness within employee population. The program has also been beneficial in identifying areas of concern that have in turn informed the department's direction in training. Supervision and disciplinary processes, communication skills, and de-escalation skills are trainings that the department is offering as a response to these trends. Self-care trainings are also being offered as a way to improve employee health as well.

In FY19, the Employee Assistance Program policies, procedures, and protocols were completed and approved. The program policies were redeveloped to meet the Tribe's goal centering on being trauma responsive and in alignment with best practice. In addition, the Employee Support Counselor is also developing a Podcast series to address issues/challenges experienced by employees and supervisors to provide an additional layer of education available at the individual's convenience. Finally, in FY19 the EAP program also worked toward Substance Abuse Professional Certification for the Federal Transportation Authority regulatory requirements and also to meet requirements for program certification through the Employee Assistance Professional Association.

Employee Assistance Program	10/1/2018 - 9/30/2019	10/1/17 - 9/30/2018
Administrative Referral	23	20
Self-Referral	40	43
Male	17	16
Female	46	45
Successful Completion	19	6
Unsuccessful Completion	8	5
Total Enrollment	61	63

Background Process:

Many positions within the Tribal Government structure require background certification and/or licensure. These are determined by the essential functions, span of control, and direct-contact with sensitive/vulnerable populations, which are required by law. The Tribe fulfills these requirements by conducting background checks at the local, Tribal, State, and Federal levels. The Human Resources department processes a large quantity of background checks, confirmation of licensure, and finally review/verification of Driver's License and Sexual Offender Registry records. Background Investigation and Adjudication are required for many positions and serve to fulfill our obligations. Below is a summary of the background checks the Human Resources Department conducted in FY 2019.

Background Checks	10/1/2018 - 9/30/2019	10/1/17 - 9/30/2018
Local	543	456
State	655	705
Federal	369	303
Motor Vehicle	183	154
Sex Offender	438	272

Appeals (Employment related):

The Menominee Indian Tribe's Appeals process is the method that affords Tribal employees due process concerning employment actions pertaining Disciplinary/Termination of employment with the Tribe, Unemployment Compensation Challenges, and Tribal Preference Appeals. This table represents the total number of hearings that were either conducted/participated in by the Human Resources Department during the fiscal year ending 2019.

- The Tribe's Appeals process incorporates two levels of mediation; the first level involves a hearing conducted by a three person panel. The hearing officers must meet eligibility requirements to serve on the Hearing Officer Pool. In the case of terminations, either party may contest the determination of the hearing panel to the Tribe's Administrative Committee. The Administrative Committee may determine to move the contested decision to the final administrative step. In the second level, the Administrative Committee selects two hearing officers to review the information presented in the first hearing, to include documents and recording of the first hearing. A determination is rendered and is the final Administrative step.

- The Unemployment Compensation Hearing is an external hearing process and is based on the decisions made for Unemployment Compensation benefits by the State of Wisconsin.
- The Tribal Preference Appeals hearing is a process conducted by the Tribal Preference Board. The Human Resources Department serves in a role to review & approve hiring decisions; if an appeal is filed by an eligible tribal member, the HR Department provides information to the Tribal Preference Hearing Board for the hearing process in accordance with Chapter 170 of the Code of the Menominee Indian Tribe of Wisconsin.

Below is a summary of the Appeals cases for the fiscal year, ending September 30, 2018.

	10/1/2018 - 9/30/2019	10/1/18 - 9/30/2019
Appeals	12	7
Resolutions/Management	7	5
Resolutions/Employee	5	3
Unemployment Compensation Hearings	1	2
Tribal Preference Appeals	3	1

Tribal Preference:

In accordance with Chapter 170 of the Code of the Menominee Nation, the Human Resources Department is responsible for carrying out the mandates of Tribal Preference in Employment for the Tribal Government. The Menominee Indian Tribe's decision to implement Tribal Preference in employment is a political practice used to increase economic and employment opportunity on Reservation. The average composition of the Tribal employee population has remained consistent throughout FY2019 at 65%.

Category	As of 9/30/2019	Percentage
Enrolled Menominee	553	64%
Menominee Descendants	45	5%
Legally Married Spouse	8	1%
Other Tribe – Enrolled	30	3%
Other Tribe – Descendant	0	0%
Other	230	27%
Veteran	30	3%

Budgetary Challenges:

Due to the IDC budgetary challenges experienced at the end of FY19, two positions were eliminated from the Human Resources Department and one-half of the training budget line was reduced. This information is not reflected in the consolidated budget below as this information only reflects the approved budget at the beginning of FY19.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ -	\$ -	\$ 481,278	\$ -	\$ -	\$ 481,278
Fringe Benefits	-	-	251,663	-	-	\$ 251,663
Travel	-	-	3,500	-	-	\$ 3,500
Training	-	-	75,000	-	-	\$ 75,000
Supplies	-	-	14,925	-	-	\$ 14,925
Contractual	-	-	89,300	-	-	\$ 89,300
Space Lease/Rental	-	-	14,191	-	-	\$ 14,191
Recruitment Advertising	-	-	5,000	-	-	\$ 5,000
Dues/Memberships	-	-	900	-	-	\$ 900
Photocopies	-	-	3,500	-	-	\$ 3,500
Totals ►	\$ -	\$ -	\$ 939,257	\$ -	\$ -	\$ 939,257
Fund/Totals Ratio:	N/A	N/A	100.00%	N/A	N/A	

Information Technology

Andrew Westphal, Director

Our Mission:

“Using technology to enable the organization we serve to succeed.”

The Information Technology (IT) Department is an internal services department within the Menominee Tribal structure that is 100% funded by the Indirect Cost Pool. Staffed by a team of sixteen full time professionals, the department consists of two logical areas Technical Service and Application Development/Software Support. Technical Services is comprised of one Helpdesk Specialist, two Desktop Specialists, two Network Specialists, one IT Support Specialist, one Network Administrator, one Network Engineer and a Service Manager. Application Development/Software Support has three Developers, one Multimedia Specialist, one Content Development Specialist, and one Software Application Specialist.

IT supports all the hardware (PCs, printers, phones, servers, switches, cameras, card access), and software (Word, Excel, email, applications, databases, web sites, digital signage) that the organization uses across twenty-six different sites. Support is there for the day-to-day business and on call for operations that run 24x7.

Year in Review

- The Basic Technology Purchasing and Inventory Policy has been a huge success. After only two years we have been able to get caught up on our outdated hardware. IT is also now able to determine device usage and reallocate assets to maintain as close to 100% usage as possible. This results in us buying fewer devices and making better use of the ones we have.
- Desktops have been upgraded or changed over to Windows 10 so that we will be able to maintain a secure computing environment. The same for our servers, which have also been changed over to Server 2016.
- A new area of communications was opened up with our own Tribal podcasting – another avenue for departments to share what they do and communicated with the community they support.
- A new camera system and door security has been installed at Tribal School to provide a safer environment.

- We have been able to open our own small print shop utilizing a HP points program, which earned us a large-scale color and black & white multi-function printer. We can do bulk printing for departments right here at a cost much less than if they printed it themselves or outsourced it.
- IT received and responded to over 8,250 requests for support, approximately 850 more calls than last year.

Year Ahead

- Fiscal year 2020 will be governed by cost containment. Good planning in previous years has greatly lessened this impact and we are continually on the lookout for cost savings in the purchases we do need to make. This monitoring is not new but expressed here just to point out how seriously achieving maximum gain for the dollars we spend is taken.
- IT has gained new responsibilities in the areas of inventory, property management, and security. It is our goal to automate many of the processes surrounding inventory and property management. We are developing a new Inventory program that will replace the current one that is heavily dependent on paper. Reviewing how we secure our facilities and what we spend to do so will also be thoroughly reviewed and based on preliminary data may yield considerable savings.

IT does not consider itself so much a separate department but as an extension of all the departments, we serve. One third of our budget goes directly back to departments in terms of hardware and software. IT staff fill needs that would be hard for a single department to afford but which are still needed throughout the organization. How we can help is what we are about.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs					\$884,099	\$884,099
Fringe Benefits					\$433,381	\$433,381
Travel					\$1,000	\$1,000
Training					\$15,000	\$15,000
Supplies					\$14,500	\$14,500
Contractual					\$301,750	\$301,750
Other Costs: (list below)						
Computer Upgrading					\$332,000	\$332,000
Vehicle					\$12,000	\$12,000
Totals ►					\$1,993,730	\$1,993,730
Fund/Totals Ratio:	N/A	N/A	N/A	N/A	100.00%	

Insurance

Stacie Bowman, Director

General Overview

The Insurance Department administers and manages employee benefits for Menominee Tribal Government, Menominee Casino Resort and College of Menominee Nation. Employee benefits provided include health, dental, vision and prescription drug coverage; short and long term disability; workers compensation; the Return to Work Program; life insurance including voluntary life; and the 401k retirement plan. The Insurance Department handles the burial benefit program providing burial assistance for enrolled Tribal members; the property and casualty insurance programs for Tribal entities;

the Employee Morale Program, Family Medical Leave and provides various trainings for employees. It also oversees the Tribal Approved Drivers List. The Insurance Department provides wellness education, information and opportunities to employees. All benefit plans are subject to the Employee Retirement Income Security Act (ERISA) and are audited annually.

Staffing

The Insurance Department consists of six staff members: Insurance Director (Stacie Bowman), two Benefit Specialists (Sue Blaha and Colette White), Occupational Health, Wellness & Safety Specialist (Lucas Behm) and a Leave Benefits Specialist (Krystle Penass).

Location

Insurance Department offices are located on the first floor of the Gordon Dickie Family Investment Center in Keshena, Wisconsin directly across from Tribal Offices Headquarters Building. One Insurance staff member is located at the Casino.

Healthcare Plan

Menominee Indian Tribe of Wisconsin provides a self-funded health care plan to employees. A self-funded plan allows the Tribe to design its own plan and benefits, better control costs, supervise collection of premiums and payment of claims and allocate surplus funds for future medical costs. In FY2019, the Tribe's healthcare plan covered 815 employees with a total of 1882 lives. Annual premiums collected totaled \$15,536,082 while claim payments (\$13,045,173), Participation Incentives (\$175,098) and Medical, Administration and Contractual Services (1,418,976).

The Nurses' Hotline, which is open to both employees and Tribal members, received 889 calls in FY2019.

Dental

Employees are provided dental insurance from Delta Dental. In FY2019, the annual maximum benefit was \$2000. Dental insurance was provided to 851 employees insurance and paid claims amounted to \$706,268.

Life Insurance

Life insurance and Accidental Death and Dismemberment coverage is provided by the Tribe at no cost to all full-time employees at one times their annual salary. Employee spouse coverage is \$2,000 and dependent children coverage is \$1000 per child. Employees have the option of purchasing up to an additional \$100,000 in life insurance for themselves, spousal coverage of \$25,000 and dependent children coverage of \$5000 per child. In FY2019, 486 employees were covered by voluntary life insurance. Tribal life insurance benefits are administered by The Hartford.

Disability

Short term disability (STD) is provided to Tribal employees at no cost. The benefit pays 67% of an employee's wages for a maximum of 26 weeks. In addition, employees may purchase long term disability coverage up to 60% of their income with a maximum of \$6000 per month. In FY2019, voluntary Long Term Disability covered 288 employees. During FY2019, 94 employees received short-term disability benefits. 5 employees received Long Term Benefits in FY2019. 95 employees received FMLA leave.

Workers Compensation Plan

MITW provides worker's compensation coverage through a self-funded plan administered by Berkley Risk Management. In FY2019, 85 workers' compensation claims were reported and 6 participants in the Return to Work Program.

401k Retirement Plan

MITW maintains a 401k retirement plan for employees with Alerus Retirement Solutions providing plan administration services and Nicolet Bank acting as plan trustee. Plan assets as of 9-30-2019 were \$41,440,409.00 representing 1,572 accounts. Employees are allowed to begin 401(k) contributions and receive matching contributions at the time of their employment with no waiting period. The plan covers Tribal and Casino employees however CMN employees are covered by their own retirement plan. The Tribal Investment Committee works together with Nicolet Bank to monitor investment performance throughout the year and to evaluate funds offered. Alerus Retirement Solutions mails quarterly participant statements directly to employees and information can be accessed through Alerus Retirement Solutions' secure website or through meetings with Nicolet Bank. Investment meetings providing information and education are held on-site biannually during the plan year. The Insurance Department coordinates the enrollment, distribution and loan processes for the 401k plan. In FY2019, 186 loans were processed, 9 hardship withdrawals and 450 distributions made.

Burial Benefit

The burial insurance benefit is a self-funded benefit managed and administered by the Insurance Department. Under this benefit, a \$3500 burial assistance benefit and \$200 wake assistance benefit are provided to families of deceased enrolled Tribal members. In FY2019, 84 burial assistance payments totaling \$289,939.68 and wake assistance payments of \$14,000.00 were distributed. Funds for the burial benefit and wake assistance benefit are provided through Tribal appropriations including the Burial Assistance endowment fund.

Property & Liability Insurance Coverage

Tribal First provides property and liability insurance coverage for the Tribe, Casino and WRDC. In FY2019, the property coverage premium was \$444,853 and provided \$278,400,064 in property coverage. Liability coverage including general, auto and premises liability among others had an annual cost of \$353,859. Insurance provides coverage through Amerind Insurance for all rental units and Housing buildings at an annual cost of \$214,721.00.

Approved Drivers List

The Insurance Department maintains the Approved Drivers List (ADL) for all Tribal entities and departments. Employees whose job requirements include driving a Tribal vehicle or their own vehicle on Tribal business must be listed on the Approved Drivers List. The Insurance Department maintains the approved drivers' list for all current employees and randomly audits the driving records of current employees. In FY2019, 555 employees were on to the Tribe and Casinos Driving List.

Employee Morale Program

The Insurance Department administers an employee morale program which benefits employees and departments throughout the organization. The program recognizes employees for years of service. In FY2019, 115 individuals were recognitions for years of service or Retirement (102 Full Time employees, 6 Part Time employees and 7 Retirement).

Flexible Spending Accounts

IRS Section 125 (Flexible Spending Reimbursement) is available as an employee benefit of Menominee Indian Tribe. Flexible spending allows you to pay for certain expenses through a pre-tax payroll deduction which can result in significant tax savings. There are three types of eligible expenses: Health Plan Premiums (automatically deducted on pre-tax basis); Medical/Dental Expenses; Dependent Care Expenses. In FY2019, 109 employees contributed \$147,360.28 to Flexible Spending accounts.

Employee Wellness Benefits

Journey... is a volunteer wellness program available to all employees of Menominee Indian Tribe of Wisconsin, Menominee Casino Resort and College of Menominee Nation administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease. **Journey...** addresses not only the physical well-being of employees, but also embraces

the financial, cultural, educational, psychological, emotional, family and community aspects of wellness. A **Journey...** website, Facebook page and email address were created to keep employees informed of available wellness opportunities. Employees' wellness activities are tracked throughout the year and incentives provided for various levels of participation. In FY2019 633 employees participated in the Journey through Wellness program

The Healthy Lifestyle Benefit pays 50% up to \$150 per person or \$300 per family for approved healthy lifestyle activities which are supervised by a licensed professional. This can include health club memberships, dance classes or Weight Watchers among other activities. In FY2019, 37 employees took advantage of the Healthy Lifestyle Benefit for a total of \$5,706.49.

Employee Trainings

Insurance Department personnel conducted various employee trainings in FY2019 including First Aid/AED (191 employees) certifications and re-certifications, ALICE (22 employees), HAZCOM training, Stress Relief Training, CBRF specific training in First Aid and Choking, Fire Safety and Standard Precautions, UST A and UST B/C training and Family Medical Leave Act (FMLA) Trainings among others. Insurance continued to provide over 800 On Demand Training videos available to all departments and employees. Trainings include Communication, Human Resources, Management & Supervision Skills, Marketing & Sales, Personal Development, Technology, Accounting & Finance and Operations.

In addition to Safety Trainings, the Insurance Department assists departments in obtaining safety equipment such as vests for the Police Department, snow tracks for boots, 19 AEDs for Tribal Facilities, replacement pads for AEDs, First Aid Kits for all Tribal facilities and Conservation vehicles, mold testing equipment, safety vests, safety shoes, respirators, radios, boots, and safety glasses.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$355,726					\$351,726
Fringe Benefits	\$163,608					\$163,608
Travel	\$1,000					\$1,000
Training	\$12,000					\$12,000
Supplies	\$14,000					\$14,000
Contractual	\$4,500					\$4,500
Space Lease/Rental	\$13,035					\$13,035
Other Costs: (list below)						
Employee Recognition	\$30,000					\$30,000
Liability Insurance	\$100,000					\$100,000

Cell Phone	\$1,000					\$1,000
Insurance Deductible	\$13,000					\$13,000
Totals ►	\$707,869					\$707,869
Fund/Totals Ratio:	100%					

Internal Audit

Alicia Wilke, Acting Director

Director: Alicia Wilke
Staff Auditor: Eva Johnson

Mission Statement

The mission of the Internal Audit Department is to provide independent, objective assurance and consulting services designed to add value and improve the operations of the Menominee Indian Tribe of Wisconsin. Internal Audit helps the Tribe accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management, and control processes.

Simply, that means that Internal Audit:

- Helps to protect the funds that a department or program receives by reviewing compliance with the terms and conditions of its funding sources
- Works with programs and departments to help them find ways to operate as efficiently and effectively as possible
- Seeks to help departments and programs maximize the services that they are able to provide with the resources that they have in order to maximize benefits to those whom they serve
- Provides consulting and advice on various topics in order to help identify opportunities to improve processes and reduce exposure to risk
- Leads individual and group training sessions on topics such as proper controls, risk management, policy development, and accounting concepts

Fiscal Year 2019 Highlights

During Fiscal Year 2019, Internal Audit completed the following assignments:

- ✓ Three program audits (operational, compliance, and financial)
- ✓ One compliance audit
- ✓ One preliminary program audit
- ✓ Six follow-up audits
- ✓ Four internal investigative engagements
- ✓ Six agency reviews
- ✓ Tracking, review, and resolution of 12 improper activity reports
- ✓ Nine CACFP program compliance reviews of Daycare, Middle Village Head Start, and DKB Center Head Start
- ✓ Preparation of monthly packets for the Chair's Office Oversight Committee and consultation to that committee
- ✓ Compilation of the Chairman's Office, Annual Expenditure and Variance Report
- ✓ Reconciliation of Pow Wow income and expenditures
- ✓ Quarterly reporting and monthly review of Menominee Tribal Legislature credit card use

- ✓ Facilitated the external audit process for the 401K Audit with the Tribe's external audit firm, RSM US LLC.
- ✓ Facilitated the external audit process for the Compliance and Financial Audit with the Tribe's external audit firm, RSM US LLC.
- ✓ Provided software assistance to Child Support
- ✓ Provided software assistance to Finance
- ✓ Attended three director meetings
- ✓ Assisted three departments with policy development
- ✓ Inventory of Tribal property for one department

Single Audit FY2018

As the facilitator of the external audit process, Internal Audit worked closely with the Tribe's external audit firm, RSM US LLC, on the completion of the Fiscal Year 2018 Single Audit and the Management Discussion and Analysis. Internal Audit assistance included:

- Grant, debt, cash, and investment confirmations
- Control risk assessments for Type B Tribal programs to help identify programs which require an audit
- Federal and State expense variance analysis
- Provided assistance in gathering backup for items selected for audit
- Internal control worksheets for eight internal functions such as budgeting, payroll, and financial reporting
- Updates to the Management Discussion and Analysis for the full financial statements
- Review of other external audits completed for chartered entities and programs of the Tribe

Highlights of the 2018 single audit included:

- ✓ A timely submission with; no material weaknesses, no significant deficiencies, issuance of an unqualified opinion, and continued low risk auditee status
- ✓ To our funding agencies, this verifies the effective and efficient management of Federal and State monies received by the Tribe and helps to secure future funding.

Category Description	
	TOTAL BUDGET
Personnel Costs	\$169,492
Fringe Benefits	\$62,648
Travel	\$144
Training	\$7,539
Supplies	\$925
Contractual	\$136,537
Space Lease/Rental	\$5,557
Dues & Membership	\$330
Totals ►	\$383,172
Fund/Totals Ratio:	100.00%

Internal Audit Observation and Highlight:

- ❖ Any time we are able to assist with review of procedures, development of policies, reconciliation of accounts, or other forms of consultation engagements is a step forward in our mission to

improve operations in the departments of the MITW. Internal Audit wants all of the departments to know that we are available and will gladly provide training or consulting activities.

- ❖ Internal Audit continues to participate in the Community Engagement sessions, allowing our department the opportunity to help the community.
- ❖ We continue to make changes within the department to create a friendly and inviting atmosphere. We want department staff to come see Internal Audit if there is anything we can do to help their department.
- ❖ Internal Audit continues to improve our service approach by listening to the clients whom approach us for assistance. Instead of sending them to other departments for the “General Complaint Form”, we now hold a copy of all the forms in the office. If they need assistance, we will help them to fill out the forms with their information. Sometimes it may be looking at their frustration in a different way. If they just talk about it, they may decide not to file a complaint.
- ❖ When clients have questions for Internal Audit via phone, in-person or email, Internal Audit provides them with direction to whom they can approach when we are unable to help. Through collaboration with other departments, clients feel satisfied with their initial contact.

Judiciary

Stephan Tourtillott-Grochowski, Chief Justice

This past year, we lost a judge for a few months and struggled to find a replacement bailiff. After a long two months, Judge Long was re-appointed for a three-year term. Fortunately we were able to finally hire a former conservation officer as our bailiff. In fact, with the aid of one-time funding, we were able to hire a second bailiff. The down side for the courts, other departments who utilize this building, and the community in general is that the second bailiff is only here for a limited period of time. It would be nice to have funds to keep the second bailiff as it makes sense to have two bailiffs as we have two court rooms.

As explained in prior years, JustWare is the courts’ case management system. Not only does the court use this software but so too does Probation and Parole and the Prosecutor’s Office. This past year, the JustWare system was upgraded and moved to its own server. Several new users were instructed on its use. Previously, the court had purchased a software called API to interact with other systems. Think of API as a translating device. It takes information from one system and changes the computer language so that it is able to interface with the requesting system. This ability would increase the efficiency of the whole system. We are currently waiting for meetings between JustWare and Zuercher to be completed.

Effective June 1, 2019, the Public Defender, Aaron Linssen, was able to officially begin taking cases. The delay was due to his prior involvement in the Prosecutor’s Office. We all wish him and the grant well. While Tribal Nations are under no obligation to provide legal defense services to their membership, it is a wonderful thing that the Tribe was able to secure this grant. Now...hopefully...the Tribe can sustain the new department. Even though this is a necessary, long awaited benefit, there will be many challenges due to the adversarial nature of the system.

One of the projects that the court is involved in is Kakaēcec. This is a diversionary program operated under a state grant through Probation & Parole. Its purpose is to give first time offenders another chance if the person is low risk and if the underlying motivation for their crimes is due to drugs and/or alcohol. The judges then refer those individuals who are recommended by the prosecutor to the program. I am happy to say that the staff from Probation & Parole are doing a great job. It is working well. Currently, individuals are placed in the program after a criminal complaint is filed and plea entered. Who knows, maybe the program can be expanded to refer individuals to the program without the filing of a criminal complaint. Time will tell.

Another grant that the Court is involved in peripherally is the Yācehtāwak program. It is a program that is coordinated by Tribal Administration and will be used by the Tribal police and/or EMTs to serve individuals in our community that are in dire need of help due to their addictions. All anyone so situated has to do is to reach out to a police officer and ask for assistance getting AODA services to help them with their addiction.

As previously mentioned in the last year's annual report, the Court was the recipient of a grant of one-time funding moneys due to our court assessment. One of the items that was obtained, was money for a security assessment. To that end, Tribal Administration was instrumental in arranging for our security assessment with Mr. Ed Krueger and the Center for Innovative Change (CIC). CIC completed the assessment which took approximately six months plus to complete. During that time period, many meetings were held. Invitations were extended to those departments that frequent the court. Focus groups and surveys were completed. We tried to be inclusive in gathering the necessary information for the assessment as all court users' input was beneficial. CIC recommended some necessary and vital changes in their report. Those that can be implemented without cost have been implemented. Unfortunately for some of the recommendations, money will be the hold up. Besides assessing our security risks, court staff and the staff from Probation & Parole, Prosecution, and Crime Victims participated in the Active Shooter Training and De-escalation training.

One of the important takeaways from attending trainings on trauma is that when dealing with trauma and traumatic events in people's lives, your working environment must be safe. You cannot expect people to divulge their stories if they do not feel safe and/or protected. This is particularly true with respect to witness/victim dealings with the court and in court. This is not about violating the defendant's presumption of innocence; this is simply about making people feel safe and secure. That is one of the reasons why the security assessment was needed. However as stated prior, the security report requires action and money to complete the recommendations.

Additionally, one-time funding bought us money to hire consultants to assemble a Clerk's manual. We are also in the process of having prospective lay advocates trained. This is a work in progress. So too is the review of our court rules. We were also able to hire a Data Entry person with one-time funding moneys. Last, the Court was able to share its excess incentives from Menipanīw with the diversionary programs in the Tribal Jail and Probation & Parole because the focus objectives were similar.

Like all other departments that provide services to the community, the Court was on a 36 hour work week effective the end of August 2019 through September 2019. Fortunately, no one was laid off and everyone was able to return to a 40 hour work week when the new fiscal year began. This will last for the duration of our 638 contract. However, once we begin using our tribal supplement, cuts will be made and potential lay-offs are possible as our FY20 budget was severely underfunded. Unfortunately, this is the financial state we find ourselves in.

CASE FILING STATISTICS – FY 2019

TYPE	FILED	HEARINGS
CIVIL*	257	151
MOTOR VEHICLE cases	729	729 +
Curfew, Underage Drinking, and Truancy	183	509
Conservation, Dog, and ATV Ordinance violations	58	63
Adult THC possession, Public consumption, civil disobedience, Contributing to minor	84	98

Firearms violation and Junk vehicles.	11	12
APPEALS	5	n/a
Restraining Orders/TROs	21	19
Adult Criminal	513	2898
Kākaēcec	13	13
Juvenile/JIPS	18	72
TPRs/Adoptions	5	20
Child Support/Paternity	53	387
Private Custody + Visitation	22	64
EXTRADITIONS	69	59
CHIPS + TPC petitions	60	156
Concealed Carry	2	n/a
Marriage Licenses	1	n/a
TOTALS	2104	5250+

*Civil cases include Small Claims, Evictions, Large Claims, Garnishments, Employment, Divorces, Probates, Relinquishments, Name Changes, Guardianships, Orders to Show Cause (non-child support), and Ch. 51 commitments.

+ denotes additional reviews that were not added into the number of hearings held.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	1 X funding	Prof. Fees	TOTALS
Personnel Costs	\$96,988	\$1,500	\$388,122	\$94,2,4		\$ 580,834
Fringe Benefits	\$34426		\$63,665	\$35,776		\$ 133,867
Travel	\$3,673		\$704			\$ 4,377
Training	\$2,000		\$747			\$ 2,747
Equipment	\$1,500		\$860			\$ 2,360
Supplies	\$2,000		\$8,452			\$ 10,452
Contractual	\$9,051		\$47,779	\$192,149	\$34,535	\$ 287,903
Indirect Costs	\$20,862				\$4,389	\$ 25,251
Jury Fees	\$13,000					\$ 13,000
Witness Fees	\$1,500					\$ 1,500
Totals	\$185,000	\$1,500	\$510,329	\$322,149	\$38,924	\$ 1,057,902
Fund/Totals Ratio	17.49%	0.14%	48.24%	30.45%	3.68%	

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
Fines & Fees		\$83,090		\$83,090
Filing Fees		\$13,896		\$13,896
Court Costs		\$10,204		\$10,204
Other Fees & Charges		\$13,679		\$13,679
Child Support Costs		\$15,510		\$15,510
Court Practice Fees		\$400		\$400
Totals		\$136,778		\$136,778

Language and Culture

Joey Pakahcekaew Awonohopay, Director

In 2015 our Menominee Tribal Legislature supported and funded the inaugural Menominee Immersion Trainee Program. Since that time we have successfully prepared and trained 2 groups of Menominee Tribal members to be Immersion Teachers and in December of 2019 a 3rd group will have successfully navigated the training to also become part of our Tribes Immersion effort. With joint efforts from MTL, Tribal Education, Tribal Administration, Early Childhood Services and Language and Culture, we have once again certified the largest group of classroom bilingual Teachers and Immersion Teachers since the creation of the Menominee Language & Culture Commission.

17 enrolled Menominee Tribal members are currently certified to teach Menominee Language, Culture and History on a wide variety of levels. As we move into FY20, our 3rd group of Menominee Language Immersion Teachers have earned their certification and license. Again like the groups before them, they have been put through rigorous language, culture and history training along with taking accredited courses at the College of Menominee Nation to obtain a Childhood Development Associate (CDA) Degree for State compliance in our Early Childhood Services Department.

In September of 2017, 8 Menominee families entrusted our team to care for their babies and to speak Menominee while passing on our rich traditions, values and culture. On a daily bases our beautiful language can be heard through speech, songs, stories and games with our babies. This is very different than the traditional bilingual language rooms in our existing schools. In Immersion, our language is the medium of instruction and communication. You will only hear our original language, Omāēqnomenēweqnaesen spoken in any of our Immersion rooms. In 2018 we opened a 2nd Menominee Language Immersion room at Tribal Daycare serving to meet the needs of our growing babies. This year the need for expansion is great and we will be opening a 3rd Immersion daycare room! The new room will create space for 8 more Menominee babies to enter the Immersion program giving us a total of 26 Menominee babies involved with the Immersion effort. It has been an amazing journey and we have no plans to slow down any time soon as we are continuing to build capacity with the new group of Immersion Trainees that will come on board in January of 2020. Our short term goal continues to be building capacity and creating a solid sustainable birth to 5-year-old Immersion program with early Childhood Services. As our Menominee babies grow, it is our hope that we will be able to collaborate and open an Immersion Charter School once our babies get close to the 5 years old mark. We continue to work very diligently to build Immersion programing and unique opportunities for our Menominee Immersion babies as they grow. Through the hard work and determination of many, we will see our first language Menominee speakers in over 80 years with our Menominee Immersion babies.

In 2018 MLCC with the help and support from Tribal Administration was able to secure the Cultural Resource Fund Grant which helped us to expand into the virtual reality world. Through these learning experiences we aim to aid in the learning process for all our Menominee youth and community members and also help with assessment and language growth for our children. We were also the recipient of the Administration for Native Americans Ester Martinez Immersion Grant that same year. This 3-year grant has helped and will continue to help alleviate some of the financial burden by paying a portion of salaries, supplies and virtual reality equipment for the Immersion Trainee program and our Immersion daycare rooms.

We continue to assess our goals on an annually basis, and again we continue to examine the way we are preparing our Bilingual Teachers for the classroom with the proper Professional Development to make them classroom ready now and in the future. Not only with language development, but also with classroom management, curriculum designing, lesson plan writing and many other key skills to ensure they will be successful. We restructured the testing process in 2016 so the material is reflection to the Menominee Language & Culture Code Chapter 395. This new testing procedure gives the learner the opportunity to showcase their strengths, but yet pin point their specific weakness for better and more effective development. Our main focus is to promote, preserve and protect our beautiful Menominee Language, Culture and traditions for future generations.

The revitalization of our language is key to the success of our Tribe and the rearing of successful, knowledgeable Menominee speaking youth who will one day take their place in the workforce as Menominee leaders. Our Menominee children deserve the best and we must work tirelessly to ensure they get the best from all Menominee Language Teachers licensed through this department. The program continues to change and evolve for the betterment of all our Menominee Language Teachers whether bilingual or immersion. We are now seeing their comprehension and fluency blossom along with their knowledge and passion for our language.

On the Commission level we continue to implement changes, adjust goals and our journey ahead looks bright. Menominee Language & Culture Commission consists of 9 enrolled Menominee Tribal members from Menominee Language Teachers to eminent elder persons (elders knowledgeable in Language, Culture, Traditions, History and Spirituality). We assist, help, guide, educate and oversee any issues or concerns pertaining specifically to our Indigenous Language, history, culture, traditions and spirituality along with our partners at Historic Preservation.

Currently we have a total enrolled population just over nine thousand (9,000) Tribal members. Of that 9,000+ person membership **only 0.0001% are first language fluent speakers**. We have many Tribal members that know some words, to some Tribal members that know many words and some phrases, and there is now a limited few that are very functional which means they can communicate any daily task and conversation all in Menominee without using English to express themselves. We have around 3 to 4 (estimated) first language fluent speaking elders still with us which gives us the 0.0001% figure you see above. No matter how hard we work or how fluent we become, we will never be able to change the statistics of being “endangered”. Only through our babies and the Immersion effort will we be able to slowly climb away from the edge of our language becoming extinct.

Every Wednesday we continue to host our longest standing gathering of elders and Tribal members the “Keckiwak Māwacēsenok” (They gather the elders) as a place our elders can come to share stories of old and rekindle the language. Also we tell and share stories, teach language, provide one-on-one mentorship with Teachers/community members and look over Language curriculum for accuracy with the elders. The Keckiwak elders strongly encourage younger Tribal members to attend. Also, MLCC through a partnership with UW Extension has been annually sponsoring a series of Traditional Winter story telling events during the long cold months.

Dictionaries & Books for purchase-

Berry Picking Story- \$10

Beginners Dictionary \$15

Intermediate Dictionary- \$20

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$282,161		\$115,126			\$397,287
Fringe Benefits	\$146,643		\$91,671			\$238,314
Travel			\$20,639			\$20,639
Training	\$3,929					\$3,929
Supplies			\$6,600			\$6,600
Contractual			\$15,696			\$15,696
Space Lease/Rental	\$26,683					\$26,683
Indirect Costs	\$48,174		\$27,883			\$76,057
Other Costs: (list below)						
Totals ►	\$507,590		\$277,615			\$785,205
Fund/Totals Ratio:	64.64%	0.00%	35.36%	N/A	N/A	

Law Enforcement

Richard Nacotee, Interim Chief of Police

Mission Statement

The men and women of the Menominee Tribal Police Department are dedicated to enhancing the relationship between law enforcement and community members in order to build trust, reduce crime, build a proactive patrol, and create a safe community for current and future generations.

The Menominee Tribal Police Department delivers 24-hour law enforcement services to our Community by protecting lives, keeping the peace, and enforcing Tribal laws and ordinances. The department continues to be part of the community by engaging with the community and collaboration with other programs to ensure quality service is provided.

TRIBAL POLICE DEPARTMENT

Fiscal Year 2019, the Department's organizational chart consisted of 27 full-time employees which includes 15 certified officers: Interim Chief of Police, Master Sergeant, Lead Detective, 2 Detectives, Property Specialist, Indian Highway Safety Officer, School Resource officer, 3 Patrol Sergeants and 4 Patrol Officers. The eight civilian employees consist of the Officer Manager, Community Service Officer, Sexual Offender Registry Coordinator and Research Coordinator, and four Crime Victim Advocates. This Fiscal Year the Department's organizational chart had 10 Certified Officer vacancies.

The Menominee Tribal Police Department continues with the challenges of recruitment and retention of certified officers. Some of the barriers or obstacles the Police department faces is the recognition of Tribal Law Enforcement Officers in the State of Wisconsin. If the Menominee Tribal Police Department were recognized as Law Enforcement officers in the State of Wisconsin, Officers would be able to retain their state certification, thus retaining officers longer than 3 years. Another barrier is retirement. The State of Wisconsin Law Enforcement Association provides State retirement and Pension.

The Menominee Tribal Police Department continues recruitment of certified and non-certified officers. The department hired four Tribal members and sponsored them to attend the U.S. Indian Police Academy at the Federal Law Enforcement Training Center in Artesia, New Mexico. Two of the four successfully graduated the U.S. Indian Police Academy.

Although the Department is understaffed, the Mission Statement continues to be the focus of the department. Tribal Police Officers continue to provide law enforcement services as much as possible. Tribal Police Officers' duties and responsibilities range from patrolling, investigating, educating, and community engagement. Other additional duties may include trained instructors and/or specialized training such as Drug investigator, Firearms Instructor, Defense and Arrest Instructor.

This year the Menominee Tribal Police Department continued with the battle of the opioid and drug crisis. As active members of the Native American Drug and Gang Initiative (NADGI). The Menominee Tribal Police Department was able to provide drug intelligence to other drug task forces throughout Wisconsin. With the information sharing, several drug dealers and suppliers delivering drugs to the Menominee Indian Reservation were arrested and charged in other jurisdictions. One non-native male supplying drugs to the reservation was banished from the Menominee Indian Reservation.

With the assistance of local grassroots groups, the Menominee Tribal Police department were able to conduct "Knock and Talk" at suspected drug houses which resulted in search warrants and arrests.

This Year the Menominee Tribal Police Department and Native American Drug and Gang Initiative were able to seize the following:

- \$3,127 U.S. Currency
- 800 grams of marijuana
- 32 grams of cocaine
- 51 grams of methamphetamine
- 1 gram of heroin
- 4.7 grams of opioid/derivative
- 315 scheduled prescription pills

The Menominee Tribal Police Department's battle with the opioid crisis continues with collaboration with other departments to provide community members a variety of services and presentations to educate the community. The Menominee Tribal Police Department and Menominee Crime Victim Department provided a presentation to Casino Employees to help identify Human Trafficking, Opioid and other illegal drugs. The Menominee Tribal Police also collaborates with Maehnowesekiyah and the Tribal Clinic to provide a monthly Drug Educational Forum to employees and community members. Other Collaborations include, Zero Suicide, Netaenawemakanoh Coalition, Coordinated Community Response Team, Historic Preservation- Culture Camp, Menominee Indian School District, Kakaecce Diversion Program. Yacehtawak Diversion program, and ThedaCare.

The Menominee Tribal Police Department's Detective Division investigates the more serious crimes which may be referred to the U.S. Attorney's Office. The Detectives work with the Federal Bureau of Investigations Special Agent from the Green Bay Office.

One case in particular of timber theft took hours of manpower to investigate, interview and follow up which lead to one count indictments against five people who allegedly conspired to cut and remove timber from Tribal forestlands on the Menominee Reservation in order to sell to outside mills without the consent from the Tribe. On at least 100 occasions, the individuals and others cut down extra trees beyond those they were authorized to log. The approximate amount paid to the individuals was \$400,000.

An ongoing investigation that was revisited this year was the murder investigation of Rae Elaine Tourtillott. On April 27, 2019 the Police Department, the FBI along with the family of Rae Elaine held a memorial event in her honor. This event was sponsored by the Police Department and the FBI with the hopes of generating new interest in investigation by the community. A Tip Line was set up with the primary purpose for people to call in with any information regarding this case. The Menominee Tribal Legislature committed \$5,000 in reward money for information leading to the arrest and conviction of the person(s) responsible for this act. The FBI additionally committed \$15,000 for the same effect. The event was well attended by the community, Rae's family, and Tribal Leadership. Since then, numerous leads have been followed up on by the Police Department and the FBI. The investigation is ongoing and the department continues to openly communicate with Rae's family.

Throughout the years, the Menominee Tribal Police Department has improved in providing the community with better law enforcement services from reactive to be a more proactive Department. We have better-trained and educated officers to understand and address the demands of the changes in the community. For example, this year the Menominee Tribal Police Officers were trained in Crisis Intervention Team (CIT) training and Trauma Informed Care. The Police Department is in a partnership with Police Assisted Addiction and Recovery Initiative to have a Crisis Response Worker ride along with patrol officers to assist with providing immediate services to persons in crisis. To ensure all newly hired officers at the police department have a better understanding of our community's lifestyle, culture, and tradition CIT, Trauma Informed Care, and ACES training will be implemented into the Police Department's Field Training Officer program. We strive for better communication with the community by providing more community outreach, education and informational booths at local events, social media and educational presentations. We also collaborate with other local and surrounding departments to ensure services are provided.

To better provide better communication and transparency, the Menominee Tribal Police Department had initiated a 90 day plan to review the Menominee Tribal Police Department's Citizen Complaint and Internal Affairs policy. With the goal being to provide a better procedure and accountability to ensure all complaints are handled appropriately and within a reasonable amount of time.

LAW ENFORCEMENT ACTIVITIES

The department continued to engage with the community to build a better relationship. The primary events the Police department sponsors are the National Night Out Against Crime and Shop with a Cop. This year National Night Out Against Crime was held at Menominee Indian Middle School in Neopit. The attendance for this event was six hundred twenty one (621) individuals who registered, this was a decrease from years past. The Police department and Crime Victim department recognized two grass roots groups: "Boots on the Ground Grandmas" and "Natives Against Heroin- Menominee Chapter" for their commitment and service to the community. The Menominee Tribal Police Shop with a Cop was held in December 2018. Twenty-five (25) youths were selected by referrals from schools and other agencies. The youth were provided a \$150 gift card to shop at Wal-Mart in Shawano. Law enforcement officers, Menominee County Sheriff Deputies and Menominee Conservation Wardens, escorted the youth throughout the store. The youth then met at the College of Menominee Nation to eat and wrap their gifts. These events show the youth that law enforcement officers not only enforce Tribal laws and ordinances but provide community services and engagement.

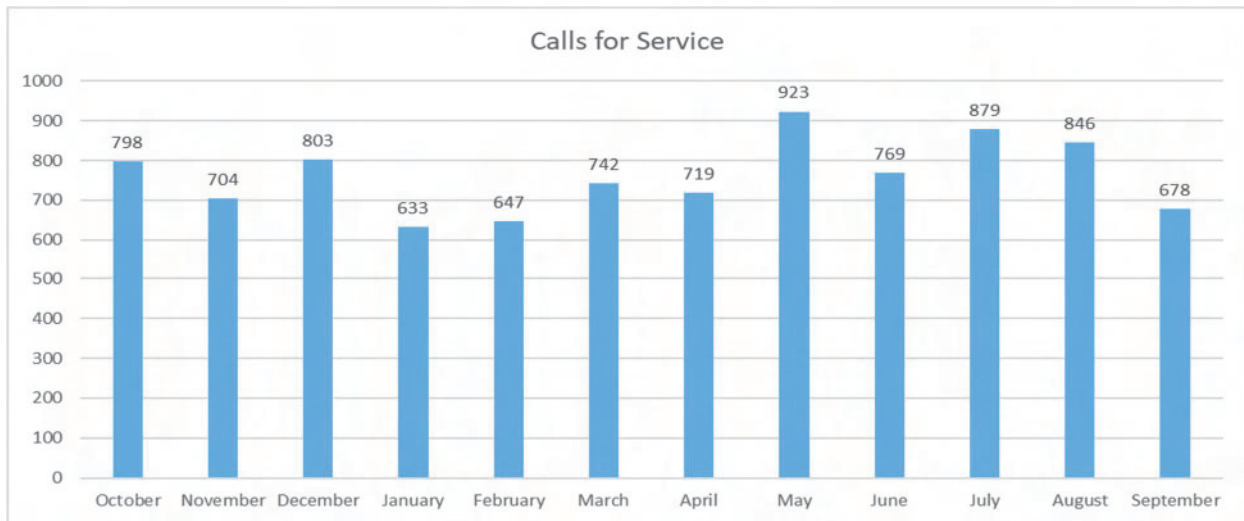
The Department also supported the following community activities;

- Annual 3 on 3 Youth Tournament
- Annual Summer Youth Olympics
- Bi-Annual Youth Culture Camp
- CRC Haunted Hallway/Hayride
- St. Michael's Church Festival
- Kiddie Crime Stopper March
- Smart Snack at Keshena Primary School
- Lumberjack Breakfast

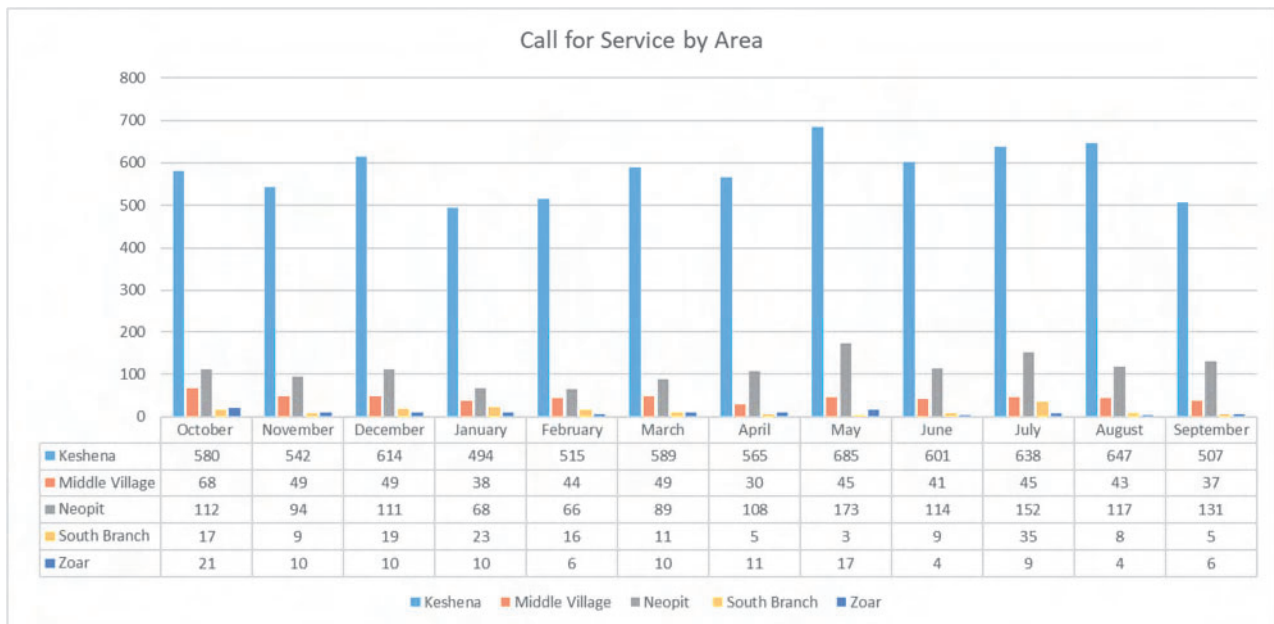
LAW ENFORCEMENT STATISTIC

The Menominee Tribal Police Department generated 9,141 calls for service for Fiscal Year 2019. This is a 2.7% increase CFS from FY2018. 1,605 Police reports were referred to Tribal Prosecutor's Office. 19 investigation cases have been referred to the U.S. Attorney's Office. 162 cases referred to Menominee County Health and Human Services. 82 reports to Menominee Tribal Probation.

The First Graph (listed below) illustrates the number of calls for Service responded by each month



The Second Graph (listed below) illustrates the monthly calls for service in each community



INDIAN HIGHWAY SAFETY PROGRAM

The Menominee Tribal Police continues to participate in the Bureau of Indian Affairs Indian Highway Safety Program which is funded by the National Highway Traffic Safety Administration (NHTSA). The department was awarded \$117,445 for Fiscal Year 2019. This provided funding for the Highway Safety officer, training, supplies/equipment and overtime for saturation patrols. The department participated in “Click It or Ticket”, “Drive Sober or Get Pulled Over”, and “Don’t Shatter The Dream” Mobilization Campaigns. These campaigns are based on performance not quota. This program’s goal is to reduce traffic fatalities, traffic crashes, and OWI arrests. This year the Indian Highway Safety program reported the following;

- One traffic fatality
- 65 motor vehicle crashes (does not include non-reportable accidents)
 - 15 alcohol related
 - 9 Injury related
 - 4 speed related

- 871 Traffic citations
- 1,138 traffic warnings
- 143 OWI arrests
- 113 speeding citations

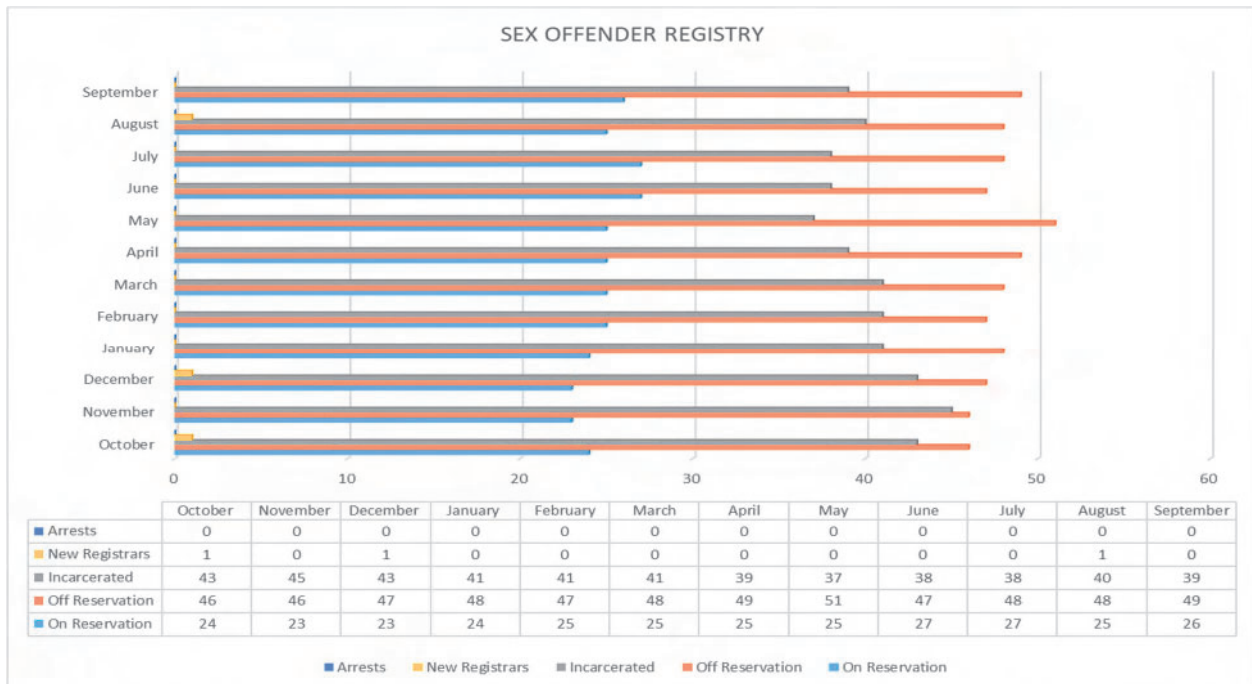
SEXUAL OFFENDER REGISTRY AND NOTIFICATION PROGRAM

The goal of the sex offender registry and notification program (SORN) is to provide registration to those individuals who have been found guilty of a sexual crime while providing community information and education about native registered sex offenders. In the last fiscal year, the SORN program received funding from a grant through the United States Department of Justice SMART Office. The Sex Offender Registry Coordinator and Research Coordinator have federal funding (Grant # 2018-AW-BX-0013) through **September 30th, 2021.**

Since 2014 the Menominee Tribe has been certified by the federal Sex Offender Sentencing Management Apprehending Registering and Tracking (SMART) Office as “Substantially Implementing” the Adam Walsh Act and has recertified each year since.

For fiscal year 2019 over 114 Sex Offenders have been identified with the number of registered Sex Offenders on the Menominee Reservation averaged 27.08 each month. There were 4 new individuals registered with the Menominee Tribal Sex Offender Registry.

There were no violations of Tribal Sex Offender Registry rules that required criminal charges.



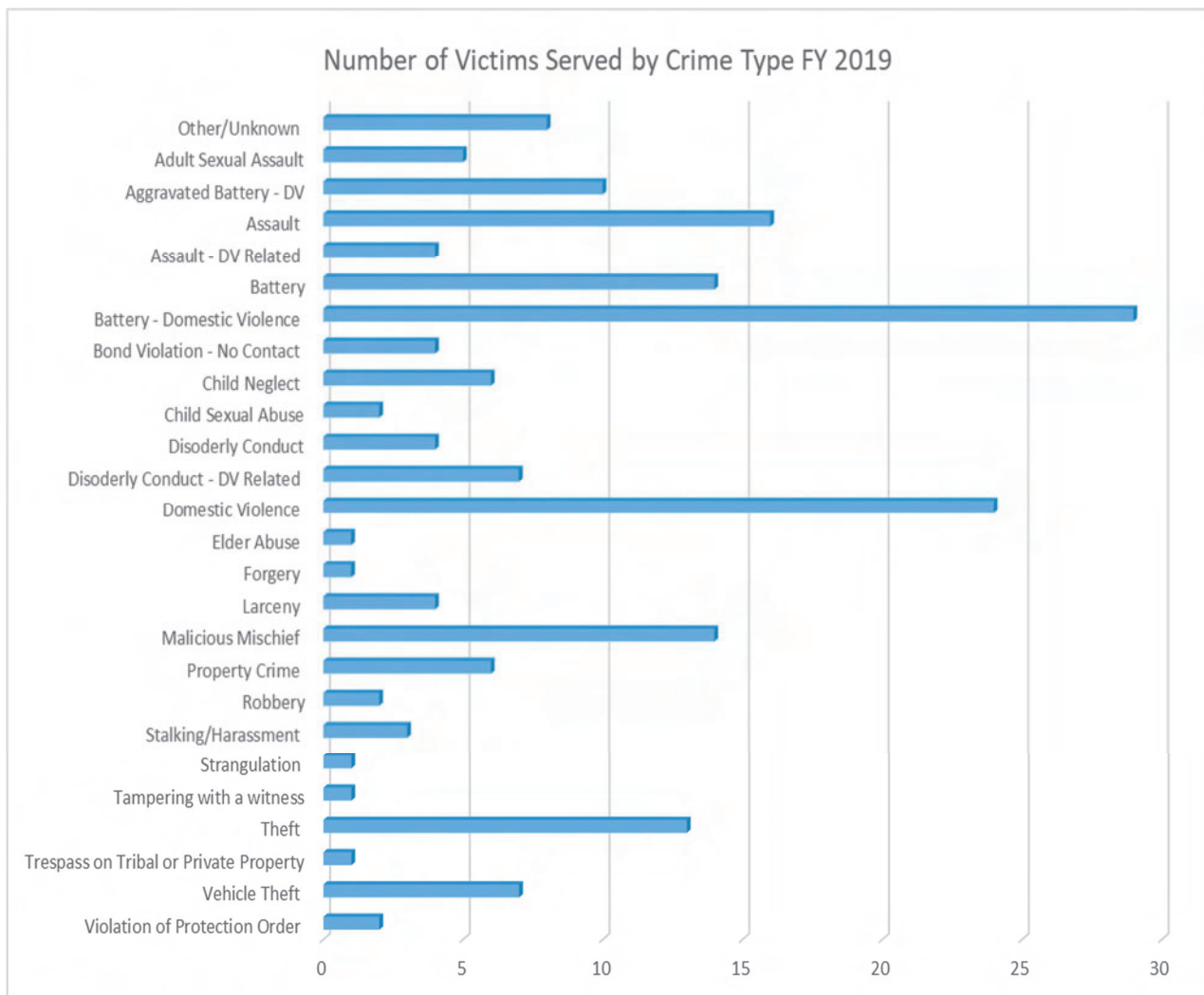
CRIME VICTIM PROGRAM

The Crime Victims Program, a branch of the Tribal Police Department, provides support services to victims involved in a criminal incident. The staff can be reached around the clock to provide assistance to all victims of crime including, but not limited to, property crime, assaults, domestic violence, sexual assaults and survivors of homicide.

The program assisted one hundred seventy-eight (178) new clients during fiscal year 2019. This year the CVP staff also provided services to family members in need of comfort and support after a non-criminal traumatic event or incident.

This program had approximately the same amount of new clients in the past year; the department is working on an effective way of tracking victims to have a more accurate number for grant reporting.

The CVP staff continues to work with clients to assist and refer individuals or families to appropriate agencies within the Tribe. In addition, the primary role of the CVP staff is the help the victims through the court process whether it be with the fact finding for a domestic violence temporary restraining orders, offering communication of upcoming hearing dates, transportation to and from court and support during the court process. Our staff also will assist with transportation to and from forensic interviews and Sexual Assault Nursing Exams.



Law Enforcement Fiscal Year 2019 Budget Summary

The Menominee Tribal Police Department's primary source of funding is the Bureau of Indian Affairs and Menominee Indian Tribe. In addition to the mentioned programs reports which have their own funding source (IHSP, SORNA and Crime Victims) our department also receives funding to operate effectively from COPS Tribal Resources Grant Program – Equipment and Training, County Tribal Law Enforcement and Tribal Law Enforcement.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 387,230	\$ -	\$ 1,125,707	\$ 109,883	\$ -	\$ 1,622,820
Fringe Benefits	161,472		506,644	58,139		\$ 726,255
Travel	-		9,240	612		\$ 9,852
Training	2,000		86,776	30,653		\$ 119,429
Equipment	4,068		371,606	37,973		\$ 413,648
Supplies	12,915		37,227	-		\$ 50,142
Contractual	182,624		368,295	-		\$ 550,920
Utilities	360		211	-		\$ 571
Space Lease/Rental	-		-	-		\$ -
Indirect Costs	107,774		131,229	26,388		\$ 265,391
Other Costs: (list below)			-	-		\$ -
License & Permits	605		100	-		\$ 705
Vehicle Fuel	800		500	-		\$ 1,300
Cellphone	2,118		6,900	-		\$ 9,018
Dues & Memberships	25		-	-		\$ 25
Vehicle Insurance			21,000	-		
Liability Insurance	11,925		2,057	-		\$ 13,982
Property Insurance	2,578		-	-		\$ 2,578
Vehicle Costs	1,000		2,043	-		\$ 3,043
Confidential Funds	500		500	-		\$ 1,000
Program Activities	500		19,924	-		\$ 20,424
Medical Services	850		800	-		\$ 1,650
Direct Assistance			45,810	3,896		
Tow Service			-	2,400		
Totals ►	\$ 879,345	\$ -	\$ 2,736,571	\$ 269,944	\$ -	\$ 3,812,753
Fund/Totals Ratio:	23.06%	0.00%	71.77%	7.08%	N/A	
PROGRAM INCOME/REVENUE			FY2018 Fund Balance	FY2019 Amounts		
				Generated	Expended	Balance
Restitution/Report Fee/Paper Service			\$ 3,291	\$ -	\$ -	
Totals			\$ 3,291			

Legal Services

Lindzey Spice, Director

Description of the Department

The Department of Legal Services (“DLS” or “Department”) is currently comprised of following staff: Lindzey Spice, Director of Legal Services/Tribal Attorney; John Wilhelmi, Tribal Attorney (Gaming Emphasis); Danica Zawieja, Assistant Tribal Attorney; Starlyn Tourtillott, Assistant Tribal Attorney; Jeffrey Jazgar Assistant Tribal Attorney (Child Support/Social Services Emphasis); and Toni Caldwell, Legislation and Policy Specialist.

The Department of Legal Services is located on the first floor of the main Tribal Office Building, on Tribal Office Loop Road in Keshena, Wisconsin.

Description of services provided by the Department

DLS provides legal assistance to the Tribal Government and Tribal Programs funded by tribal, state and federal dollars. These legal services include attending and advising the Tribal Legislature and Tribal Committees in their regular and special meetings. The Department drafts ordinances, resolutions, memorandum of agreements, contracts, and other legal documents for the Tribal Government and Tribal Legislative Committees. The Department represents the Tribal Government and the Tribal Programs in litigation in tribal, state and federal courts. Tribal programs are provided with legal assistance for their various programmatic legal needs.

The DLS provides legal services to the Tribal Government by attending all regular and special meetings of the Tribal Legislature and by attending meetings of the various Legislative Committees. In addition to providing legal advice to the Tribal Government at meetings, the Department drafts ordinances, resolutions, agreements, and provides both formal and informal written legal opinions for the Tribal Government.

The Department works closely with the Tribal Legislative Committees to draft and amend a variety of ordinances that are later considered by the Tribal Legislature for adoption. The vast majority of ordinances that were drafted or amended became Tribal law upon passage by the Tribal Legislature through the ordinance process.

The Department also spends considerable time providing professional legal services to the various Tribal programs in the form of legal advice, legal research, litigation, contract assistance and other legal work.

The Department represents and/or defends the Menominee Tribe in civil lawsuits filed in Menominee Tribal and other courts. Representation in civil lawsuits includes filing legal documents necessary to commence a lawsuit, as well as filing answers and motions necessary to defend a lawsuit. Legal work differs depending whether the Menominee Tribe is the plaintiff or defendant. However, in either case, legal work may include writing legal briefs, and conducting discovery in anticipation of trial. While a civil trial is always anticipated, most civil matters are concluded during motion practice or by settlement.

Additionally, the Department also provides representation to select chartered entities of the Tribe. Those entities include: Wolf River Development Company (WRDC), Menominee Indian Gaming Authority (MIGA), Menominee Casino Resort (MCR) and Menominee Kenosha Gaming Authority (MKGA). The Department provides legal assistance and representation to these entities to meet the specific legal needs of each entity.

Over the past year, the Legal Department has been working with many Departments to streamline processes and update policies, procedures and ordinances to help make the services that both of those departments provide, to tribal members, more trauma-informed and able to best meet the needs of the Menominee Community.

FY2019 Budget Allocation

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$312,664					\$312,664
Fringe Benefits	\$70,332					\$70,332
Travel	\$5,500					\$5,500
Training	\$2,536					\$2,536
Equipment	\$1,128					1,128
Supplies	\$1,500					\$1,500
Contractual	\$2,400					\$2,400
Space Lease/Rental	\$10,178					\$10,178
Indirect Costs	\$54,213					\$54,213
Other Costs: (list below)						
Filing Fees	\$195					\$195
Dues & Membership	\$2,894					\$2,894
Totals ►	\$463,540					\$463,540
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

The total budget allocation for the Department for FY2019 was \$765,689.00. This amount was both tribally funded in the amount of \$463,540.00 and IDC funded in the amount of \$302,149.00.

FY 2019 Program Income and Revenue

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
Legal Revenue from MCR and WRDC		\$120,000	\$120,000	
Totals		\$120,000	\$120,000	

DLS generated \$120,000.00 from MIGA/MCR and WRDC for providing legal services and representation to those entities in FY2019. These monies were used by the Department for salary, fringe benefits and costs associated with providing services to these entities.

Community Engagement Efforts

In FY2019, the Department continued to lead the coordination of Community Engagement Workgroup efforts to develop and implement a comprehensive Menominee Tribal Children's Code. The efforts of the Workgroup provided the Tribe with an updated and complete child protection code that meets the needs of the Menominee community through a trauma informed and responsive manner that provides wraparound services to families in need. The effective date of the Ordinance is June 1, 2020. The Department continues to work with other departments and tribal programs to update policies and procedures and train staff to fully implement the code. Casey Family Programs provided assistance to the Tribe in development of policies and trainings related to the children's code and provided technical assistance to the Tribe as it works towards implementation of the Children's Code and obtaining a Direct IV-E agreement for funding services.

Other Notable Initiatives

On October 17, 2019, the Menominee Indian Tribe of Wisconsin's approval of its HEARTH Act Regulations were published in the Federal Register. The HEARTH Act (Helping Expedite and Advance Responsible Tribal Home Ownership Act of 2012) creates a voluntary, alternative land leasing process available to tribes

by amending the Indian Long-Term Leasing act of 1955. Once a Tribe submits their governing tribal leasing regulations to and gets them approved by the Secretary of Interior, the Tribe is able to authorize, negotiate and enter into leases without further approvals by the Secretary. Once the Tribe has the corresponding databases, procedures and practices in place, it will be able to give final approvals on leases of trust land for residential, agricultural, recreational and commercial leases, rather than having to wait for final approval by the Bureau of Indian Affairs.

Services to be provided in FY2020

The DLS intends to continue to provide a wide variety of legal services to the Tribal Government and to tribal programs and entities. The Department will continue work towards implementing new procedures, technologies and methods to increase the efficiency, speed and accuracy of all documents produced by the Department. It has been, and remains the Department's vision, to rely upon increased technology to reduce the amount of paper that is used within the office and the amount of paper materials relied for research. This has been done through increased reliance upon computer technology and the use of on-line materials and research services such as Westlaw. The Department continues to work on scanning old legal files and legal work product to build and develop searchable databases for employees in the department to use when researching legal issues. Decreased usage of paper and photocopying reduces the amount of paper wasted, chemical toners used, and waste disposal relied upon. This saves the Tribe money and helps the environment by reducing the waste of natural resources and the energy needed to produce the materials.

The Department is also working with the Legislature and tribal programs to strengthen existing ordinances, and develop new ordinances, regulations and procedures to affirm the sovereignty of the Menominee Indian Tribe. The Department will continue working on Community Engagement efforts and collaboration with other Departments to best serve the needs of the Menominee Community.

Services provided to the general public

The Department also provides notary services to the general public, free of charge. The attorneys in the department are notary public officials, and are able to provide this service to tribal members, as well as tribal government officials and employees, at no cost.

Lending & Tribal Tax

Michael Wescott, Interim Director

The Lending and Tribal Taxes Department consists of two operations. The Tribal Loan Fund and Tax Commissioners Office. The department has four employees: Annmarie Johnson, Director, Michael Wescott, Assistant Loan Officer, Doris Latender and Ann Smith, Lending/Tribal Tax Specialists. The Lending and Tribal Tax Department is located at N559 Library Road behind the Culture Building in Keshena, Wisconsin. The department is open 8:00 a.m. to 4:30 p.m. with the exception of designated tribal holidays.

The Menominee Loan Fund provides a means for eligible applicants to obtain financing for personal/emergency, Home Improvement, Home repayment and Business Revolving Loans as specified with authority delegated through its Plan of Operation. The department has a Loan Fund Committee that approves loans for HUD/CDBG and Revolving Business Loans. Personal and Emergency Loans are administratively approved based on eligibility on a weekly basis. The department presents and submits monthly reports to the Budget and Finance Committee and is supervised by Jonathan Wilber, Assistant Tribal Administrator.

The Loan Fund has an oversight committee and is responsible for reviewing credit history and assuring the Director operates within the Plan of Operations. The Loan Fund Committee consists of five enrolled tribal members: Gunnar Peters, Karla Kitson, Barbara Caldwell, Louise Madosh and Mona Webster.

The Loan Fund Committee approves or denies Revolving Business, HUD/CDBG, and Housing Down Payment loans on a monthly basis. The Director has administrative authority to approve emergency and

personal loans on a weekly basis. The Loan Activity is submitted and reported to the Loan Fund Committee on a monthly basis.

The objective of the Menominee Loan Fund is to provide a means for eligible members to obtain financing for personal items and purposes. Only one (1) personal loan is allowed per customer. The Menominee Loan Fund issued 1,401 loans with a cumulative total of \$1,385,500 for FY2019. The maximum loan level is \$1,500.

The Revolving Loan Fund is a loan program, which offers business loans to Menominee Tribal Members or entities of the Tribe where the business is located on the Menominee Reservation. Business proposals for loans are reviewed and forwarded for action by the Loan Fund Committee monthly. There was one (1) business loan inquiry made for trucking however the tribal member did not submit a loan application or the required supporting documents. Financial counseling was provided.

The HUD/CDBG is a loan program intended for the repair, renovations or improvement of a Menominee Tribal Member's residence in which is their property. Twenty-three (23) loans were issued for a collective amount of \$149,000. Applicants must show home ownership, home insurance along with quotes for which how the proceeds of the loan will be used. The maximum loan amount for this program is \$7,500.

The Emergency Fuel Fund (EFF) purpose is to assist Menominee Tribal Members during the heating season. Funds become available October 1 and are limited. The applications must be completed within the department by the applicant. The EFF loans are only available during this time or until the fund has been expended for the season. There were 75 loans issued for a total of \$38,600 for FY2019. The maximum loan for this program is \$500.

The Housing Down Payment Fund offers loans to Menominee Tribal Members who are in the process of purchasing a home. One new loan was issued for a total of \$8,662 for the year.

All inquiries regarding individual eligibility should be referred to the department at 715-799-5139 to ensure policies and procedures are communicated and understood.

The Tax Commission is responsible for assessing and collecting the following Tribal taxes: Menominee Casino Resort Hotel tax, Construction Materials Tax, Fireworks, Gas Excise Tax, Cigarette and Tobacco Tax. Along with Tribal tax collection, the department is required to file various State and Federal refunds. These refunds are based on a State Agreement between the Tribe and the Department of Revenue. As per an agreement with the State of Wisconsin, the Tax Commissioner files for and receives a refund of 70% of the State Cigarette Excise Tax (\$25.20/carton) and 50% of the State Tobacco Excise Tax (100% chewing tobacco and 71% other tobacco products of the manufacturer price). These refunds are submitted on a bi-monthly basis.

Most of the tax revenue is received from cigarette and tobacco with 87.94% (\$1,197,792) of the revenue from this current fiscal year. Cigarettes are taxed at \$13.25/carton and tobacco products (cigars, chewing tobacco, loose tobacco, etc.) are taxed at 40% of the manufacturer price. Deliveries of the products occur twice weekly on Monday and Thursday.

The Hotel Lodging Tax is collected monthly based on the Casino hotel occupancy. The Federal Excise Gas Tax Refund is a tax that is included in the price per gallon on gas purchased through various department vehicles. The Fireworks Tax is assessed to local vendors. The Construction Materials Tax is assessed on construction materials consumed by a commercial project. MTL has the authority to waive construction tax.

The Director is responsible for monitoring the Menominee preference for contracting. The primary functions of the Tribal Code 25: Contracting is promoting business opportunities, economic development and self-sufficiency to Menominee Tribal business owners by providing preference in contracting opportunities provided by the Tribe and its chartered entities. The Director monitors the contract/bid process to ensure Menominee Tribal business owners are receiving preference pursuant to the ordinance and enforcing the provisions of the ordinance within the contract/bid process. In FY19, there were five requests for proposals. The requests for proposals are posted on the Tribe's website and a paper copy was

posted on the Tribal Offices Bulletin Board. There were no bids received from any Menominee Businesses. The Menominee Workforce Requirement applied to one the proposals and was in compliance. There are no current construction projects in progress at the time of this report.

Volunteer Income Tax Assistance (VITA) Program

The Lending and Tribal Tax Department participates as a Volunteer Income Tax Assistance (VITA) program for the community since 2015. The program started originally in 2005 with the Menominee Tribal Housing Loan Coordinator as a result of a study the Wisconsin Council on Children and Families who found that nearly 52% of Menominee County Residents filing for the Earned Income Tax Credit (EITC) in 2003 also filed for a refund anticipation loan (RAL) through their tax preparer. The devastating result was that while families were getting their refunds faster, there was a big cost as the average total cost to prepare per family was well over \$275 in addition to an average state tax return of \$175.

The VITA Program provides free income tax preparation services to tribal members, local community members, and provides over flow services for surrounding communities. The site reduces the cost of tax preparation for low-income families and helps them avoid expensive products such as high-cost loans that are made against tax refunds. The VITA program also assists taxpayer's access to Earned Income Tax Credit (EITC) and other credits. The EITC is a refundable tax credit for low- and moderate-income individuals and families. In FY19, the VITA Site Coordinator and four staff completed 637 tax returns with total earned income credit of \$460,401 and total child tax credits of \$128,942.

VITA sites are an essential service in the promotion of asset building among individuals and families within Native Communities. Individuals who utilize VITA services may also need to coordinate with other asset-building services or to public benefits for assistance to improve their economic situations. If interested in volunteering to become a tax preparer for the program, the program training and certification is free. Please call the department for more information. Training begins mid-January and can be done at your own pace.

Marketing

The department continues to market its loan programs through the use of multimedia with service provided by the Tribe's IT Department. These marketing initiatives continued with the assistance of Sheena Waupoose, Multimedia Specialist and Gary Dodge, Content Development Specialist. The Department met with staff for continued development of its webpage, electronic billboards, pod casts, and continued content development for all of the departments marketing platforms.

Housing Strategic Planning

The Director participated in the development of the Housing Strategic Plan in January and February. Homeownership is a goal within the plan. The Department's new initiative to assist tribal members to obtain mortgage assistance is one of the goals of the plan. The planning sessions were successful and a Strategic Plan has been developed. The next steps in the process will be to develop action plans for all of the goals and objectives of the plan. The department looks forward to coordination and communication with the Housing Department.

Home Mortgage Assistance Program

There is a strong and unmet demand for homeownership due to limited housing and overcrowding issues that is driving the need to create new investments in private homes on the reservation. Homeownership investment has proved to improve reservation economies and the wellbeing of communities. Building new homes while preserving the old ones will provide housing for workers and opportunities to develop a skilled workforce. Building homes has many benefits such as jobs, fundamental economic and governance issues such as access to capital, workforce capacity, and spending power within the reservation thereby strengthening the tribal economy.

The Menominee Tribal Legislature wanted to confront this issue by preparing and assisting tribal members through the homeownership process. In late December, the Menominee Tribal Legislature directed Tribal Administration to develop a Homeownership Program in 2016. The program has developed and assisted over 35 families

A critical component of the program is preparing families for homeownership. Financing a home is a concept where prospective homebuyers have difficulty understanding the home buying or mortgage process. The Menominee Tribal Legislature relayed concerns that the program should contain a strong structure and focus on homebuyer education, the importance of credit, and home maintenance. The program created will assist homebuyers in different phases of purchasing a home, constructing a home, and navigating the leasehold mortgage process, repairing credit and ongoing home maintenance education. The program has provided financial counseling for 17 applicants this year.

Continued research regarding New Market Tax Credits for Homeownership is ongoing. The department is happy to provide one on one research, technical assistance, and homeownership counseling. For more information, please contact Lending and Tribal Taxes Department at 715-799-5139.

Community Engagement

In the past, the workgroup described the current state of the community is and began developing its future story by developing 90-day plans that achieve tribal and organizational initiatives. The creation of the 90-day plans has proved to achieve many successes and progress. The department plans on the continued participation and coordination with the Community Data Collection/Technology and Workforce Development plans.

Goals for FY2019

1. Implement marketing plan utilizing tribal platforms.
2. Continue Homeownership Program Development and Implementation
3. Provide technical and feasibility assistance for proposed tribal economic development proposals.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL Loan Fund	Program Income	Federal	State	Tax Comm.	TOTALS
Personnel Costs	\$136,519		\$40,153	\$9,196	\$30,114	\$215,982
Fringe Benefits	\$34,895		\$10,263	\$910	\$7,697	\$53,765
Travel	\$6,500		\$500		\$1,500	\$8,500
Training	\$12,400					\$12,400
Equipment	\$1,000			\$1,020		\$2,020
Supplies	\$3,604		\$2,500	\$118	\$3,055	\$9,277
Contractual	\$2,213		\$7,363			\$9,576
Space Rent	\$11,149				\$2,000	\$13,149
Indirect Cost	\$26,473			\$1,429	\$5,639	\$33,541
Totals ►	\$234,753		\$60,779	\$12,674	\$50,005	\$358,211
Fund/Totals Ratio:	65.53%	0.00%	16.97%	3.54%	13.96%	

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
Menominee Loan Fund (Personal Loans)	\$1,298,253	\$ 188,903		\$188,903
Menominee Revolving Loan Fund (Business Loans)	\$996,759	\$27,005		\$27,005
Menominee HUD/CDBG Loan Fund(Home Imprvmt.)	\$404,427	\$29,864		\$29,864
Menominee Down Payment Loan Fund (Home Asst.)	\$52,645	\$1,018		\$1,018

Menominee Emerg. Fuel Loan (Heating/Energy)	\$101,528	\$8,929		\$8,929
Tax Commission		\$1,361,986		\$1,361,986
Totals	\$2,853,612	\$1,617,705		\$1,617,705

Maehnowesekiyah Wellness Center

Darla Dick, Treatment Center Administrator

MISSION: To provide culturally sensitive client-centered services and treatment in the areas of alcohol and other drug abuse, prevention, and domestic violence, responsive to community needs to develop and maintain healthy lifestyles for our community. To continue to maintain and develop positive relationships between Maehnowesekiyah Wellness Center, other service providers, and the community.

VISION: To serve as a resource for our community by providing services that encourage a healthy family lifestyle; respect and preserve tribal values, and instill hope for the future, thereby eliminating violence, ending alcohol and drug related problems and deaths.

HISTORY: Recognizing the need to address the use and abuse of alcohol and drugs on the reservation, the Menominee Indian Tribe of Wisconsin opened Maehnowesekiyah Wellness Center in the year of 1986. The program served as a place where Menominee's affected with substance abuse could work on recovery and begin on a new journey of life.

In 1986, renovations of the new facility were completed. Added to the former Volland's farmhouse were additional resident rooms, rest rooms, and a large multipurpose room for group meetings and other functions. The facility was licensed as a sixteen (16) bed Community Based Residential Facility.

In 1990, the residential facility was dedicated to the memory of a community advocate for a drug-free community. A dedication service was conducted at Maehnowesekiyah in honor of Mary Jane Cox (1919-1989) citing her efforts in assisting Menominee people lead a chemical-free lifestyle.

In 1994, the construction of a new 24,000 square foot headquarters building for Maehnowesekiyah

Wellness Center was completed. The building was created to house all therapy rooms needed for treatment services

as well as group rooms, offices, and a main kitchen for the residential facilities and Middle Village Head Start program on the lower level. The new headquarters were dedicated in honor of Mildred Butler, the agency's first certified Menominee AODA counselor, who retired in 1994. The dedication plaque reads, "Much of our success as a treatment center is attributed to her."

CURRENT: Through 30 years of operation, Maehnowesekiyah Wellness Center has continued to uphold its original mission and vision, established so many years ago. Some years prove to be more challenging than others, but the heart of our operations remains the same. Below is a listing of current staff:

STAFF:

Darla Ann Dick, Treatment Center Administrator

Kristi Arnold, Business Manager

Tabitha Helsinger, Office Manager

Rodney Lyons, Lead Facilities Technician

Lisa Kelley, Client Records Specialist
Tara Murphy, Receptionist
Varlin Basina, Assistant Cook
Michael Boivin, Head Cook
NaTasha Frechette, Prevention Specialist
Kala Wilber, Prevention Coordinator
Stephanie Bugler, Intake Worker
Addie Caldwell, Family Services Supervisor/Clinical Therapist
Michael Bartosh, Domestic Violence Intervention Facilitator
Leeann Bartz, Wraparound Facilitator
Natalie Cornelius, AODA Counselor
Jennifer Wilber, Lead AODA Counselor
Breana Pickard, Clinical Therapist
Ronaele Clasen, Case Manager
Lyle Tucker, House Supervisor
Pamela Sporleder, Registered Nurse
Moneejon Chevalier, Intake Worker
Bernadette Bear, House Aide
Lauren Putnam, House Aide
Sabrina Molina, Peer Support Specialist
Mataia Corona, Peer Support Specialist
Cassandra Houghton, CNA – House Aide
Michael Peters – Housekeeper/Transporter

OUTPATIENT SERVICES: Maehnowesekiyah Wellness Center offers a comprehensive range of outpatient services which include AODA education, individual counseling and Primary Day Treatment. All of our programming is certified by the State of Wisconsin, assuring quality services are delivered to our community. Program structure is based on best practice and an integration of Menominee values and culture. Assessments and treatment team review are used to determine the level of care needed for each individual client. Educational and therapeutic counseling in group or individual settings are provided by certified AODA counselors and mental health practitioners. Our licensed Psychiatrist provides consultation for clients, pharmacological follow-up and assists with overall program supervision needs.

Throughout the year, our outpatient services have been evaluated and enhanced to meet the current needs of our clients. The continued development of programs and training for our counselors has improved our client-centered approach. This includes the utilization of evidence based practices such as mindfulness, the stages of change, and motivational interviewing; ensuring that all are culturally relevant and trauma

informed. Creating individualized treatment plans that meet each client where they are at on their road to recovery.

Adjustments that were made to the program over the last year include: A more focused and permanent staff assigned to outpatient services. Treatment staff assigned to the outpatient programming include Addie Caldwell, MA, PCTL and Breana Pickard, MSW. Both are masters level clinicians that can assess and treat both AODA and mental health clientele. The program also continued specialized trauma therapy called Brain Spotting. Brain Spotting is a powerful treatment method that works by identifying, processing and releasing core neurophysiological sources of emotional/body pain, trauma, dissociation and a variety of other challenging symptoms¹.

Over the next year, the agency will be creating new and improved services geared toward mental health and trauma processing. This includes treatment practices that are specific to our current population, which address the effects of historical trauma.

RESIDENTIAL: Maehnowesekiyah Wellness Center runs a 30 day, co-ed, community based residential program (CBRF) that is licensed by the state of Wisconsin. The program can accommodate up to 16 clients (8male, 8female) and provides a live-in environment that immerses participants in culture and acclimates them to personal responsibility and values. The agency is committed to improving client services and has made a number of enhancements throughout the year.

The residential program is managed by two of the agency's most experienced AODA counselors, Jennifer Wilber, CSAC, ICS, and Natalie Cornelius, CSAS. Together they bring over 16 years of experience and knowledge to the program. A Case Manager continues to be a vital asset to this program. This position allowed the agency to assist in career placement, educational goals, housing options, basic life skill growth and development and any other areas identified by a client. The Case Manager also improved the agency's ability to coordinate outside appointments for clients and allowed for easier integration of care when needed.

Peer Support Specialist were also a new addition to the residential program over the last year. Peer Support Specialists function as a role model to peers; exhibiting competency in personal recovery and use of coping skills. Providing guidance, advocacy, and peer support for clients in or transitioning out of Maehnowesekiyah Wellness Center's outpatient and inpatient programming. This position will also perform a wide range of tasks to assist peers in regaining independence within the community, and mastery over their own recovery process. This has proven to be a great addition to the program and we have had nothing but positive comments from both clients and counseling staff.

PREVENTION: Our Prevention Department provides programming and community outreach to youth and residential clients. Some of the services provided include:

- Age specific substance abuse curriculum
- Community presentations/education
- Collaboration on community prevention initiatives
- Provides direct wraparound support services to homeless youth and their families

Our Prevention Team has worked steadily on increasing their presence within the community through events and presentations at local agencies; delivering a training program that focuses on educating youth about substance abuse and its effects on the body. Through pre-testing with the students, the curriculum is then delivered in a way to address the knowledge gaps identified and ensure new/beneficial information is retained. We will continue to adapt the curriculum to emerging trends and also hope to increase programming to other local schools and agencies.

This year has also included prevention activities under the Partnerships for Success grant through Great Lakes Inner Tribal Counsel. This grant has allowed us to not only continue supporting current prevention

¹ <https://brainspotting.com/>

activities such as lock boxes, community presentations, Drug Take Back Events and culture camps but will also allow for more community outreach and culturally based healing interventions to our youth.

Through our prevention programming, we also provide services to our residential clients focused on cultural and healthy lifestyles. The clients have been able to engage more with local elders through weekly Keckiwak meetings to learn Menominee Language and Culture, and have also been active in nearly all the community events this year. We have expanded our Positive Indian Parenting teachings to all residential clients, which in turn, has enhanced our holistic and trauma informed approach with the clientele we serve.

Our Wraparound program continues to be a staple service for those in need. Wraparound is a process where service providers, along with your natural supports, use your strengths to work together to improve your life and the lives of your family in a positive environment. Wraparound allows you to take a lead in planning what will work for you to live a healthy and meaningful life. We address crisis concerns, relapse-prevention and long-term life planning.

BATTERER'S INTERVENTION PROGRAM: Maehnowesekiyah Wellness Center's Batterer's Intervention Program is focused on treating individuals for domestic violence, power and control, and healthy intimate partner dynamics. Services include the following:

- Batterer's Assessments
- 24 week separate male & female groups
- Community education/presentation

The Batterer's Intervention Program operated 3 groups throughout the year; two male groups and 1 female. This year was heavily focused on continuing the program but also planning and applying for funding to enhance batterer's treatment at the agency. Our new program facilitator has also attended several trainings throughout the year. This continues to be helpful in enhancing the existing program and regaining the Wisconsin Batterer's Association Certification.

Goals for this upcoming fiscal year are to build a Menominee specific batterer's treatment program, continue to increase collaboration with all appropriate tribal and county agencies, as well as expand trainings and certifications held by the agency and staff.

INTAKE WORKER: A 24 hour/on call intake center was open to community members and other local agencies for on-the-spot UA and breathalyzer testing, information and referral to treatment programming for the agency, community support and resources. This new program is located at the Intake Center (next to the residential house) where a specially trained intake worker can assist with any treatment related needs and provide a safe and confidential space for families looking for support and/or help for someone.

Throughout the program year our intake center has successfully assisted member of the public in the following ways:

- Afterhours transition into the residential program
- Transportation to medical clearance and detoxification
- Onsite social detoxification
- Provided resource information to the public
- Administered afterhours AODA testing

OVERALL PROGRAM ACHIEVEMENTS: Alongside service delivery, our program continues to grow in many different ways. Over the last year, our management team led the task of not only converting existing internal policies and procedures from paper to electronic, but also began updating them as well.

All of the program updates have been well received by our clientele. Our hope was to create a more tranquil and relaxing living quarters, so that our clients could relax and remain focused on their programming. The program will continue to receive updated throughout the upcoming year. Pending projects include: New roofing, electrical updates, and a new porch/ramp on the exterior of the building.

Taking into consideration the wide array of services and level of high needs clientele that we serve, our agency also began to establish a self-sustaining staff development program. Our goal was to create a holistic staff development training program that not only had a trauma informed care approach, but also addressed self-care needs for staff. It was our hope that this would not only lower staff turnover, but also increase the quality of care to our clients. This year's staff training program included the following:

- De-escalation techniques
- Trauma response
- Self-care
- Professional boundaries
- Risk assessment
- Agency cross training
- Trauma informed care – Historical Trauma education
- Crisis intervention

Maehnowesekiyah Wellness Center's staff development and training program will be evaluated and updated on a yearly basis in order to meet the current needs of our staff and client services.

Program re-certification was also due during this reporting period. This included a site visit from the Division of Quality Assurance with the State of Wisconsin. The site visit pertained to the renewal of the following treatment program certifications:

- CSAS-Day Treatment
- CSAS-Out Patient Treatment
- CSAS-Prevention Program
- Mental Health Outpatient Treatment

The site visit included a review of treatment personnel files, client grievances, program supervision, and prevention programming. The last component was a detailed review of client files from each treatment program– which were randomly selected by the site surveyor. These files were reviewed for timely filing and follow up with clients. It also reviewed all documentation pertaining to the client's treatment services (assessments, treatment plans, progress notes, discharge summaries, etc.)

Overall, the surveyor was very impressed with everything that we have been able to accomplish over the last year. This included the implementation of an EMR system and overall strengthening of treatment programs. She shared positive remarks about our counselor to client interactions and made mention of the ample documentation that was available in the charts. This is an area of the program that has always received some sort of recommendation for improvement, so I was very glad to hear the positive feedback on changes made. She did provide some feedback on some items that could further enhance our treatment plans, and we will be working toward those enchantments in the upcoming weeks. I am very happy to report that our program received zero deficiencies, citations, or fines and will be recertified for another two years.

The month of September was a particularly busy month for our agency. September is nationally recognized as Recovery Month across the United States and is dedicated to awareness, understanding and education on substance abuse treatment and mental health. September served as a way of celebrating recovery and the successes of every individual who has made the courageous steps needed for change. Highlighting the importance of consistent prevention programming, treatment accessibility and dedicated professionals and recovery services throughout multiple agencies within the community. We dedicate this month to every individual who has chosen recovery and the strong supporters who stand next to them through it all. The events held during the month were as follows:

- 09/05/19 - Color Kickball Event – postponed due to weather
- 09/13/19 - Awareness Walk

- 09/20/19 - Cosmic Bingo Night
- 09/27/19 - Family Fun Night

COMMUNITY OUTREACH: Throughout this year Maehnowesekiyah Wellness Center participated and/or contributed to the following community outreach activities and events:

- Winter Round House – 8 week consecutive sessions
- Contributed to Menominee Culture Camps
- Prescription Drug Take Back Event
- Supported National Night Out Against Crime
- Attended Annual General Council Meeting
- Supported various community groups with supplies and funding/donations
- Participated in Community Trick-or-Treat Event
- Served as an active member on Health & Family Committee
- Participated in several Fostering Futures initiatives
- Active member of the Tribal State Collaboration for Positive Change Workgroup
- Member of Coordinated Community Response Team
- Member of Tribal Justice Strategic Planning Committee
- Attended Quarterly Community Engagement Workgroup
- Planned and Coordinated Tribal Wide Addiction Education
- Provided counseling services at Keshena Primary School and Student Health Center
- Provided several Community Addiction Education Forums throughout the year

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$364,364		\$391,470	\$209,016	\$50,618	\$1,015,468
Fringe Benefits	\$191,465		\$163,104	\$95,693	\$37,866	\$488,128
Travel			\$1,659	\$1,240		\$2,899
Training	\$554		\$10,816	\$4,480	\$5,820	\$21,670
Supplies	\$36,287		\$62,214	\$4,758	\$6,053	\$109,312
Contractual			\$14,300	\$22,500		\$36,800
Space Lease/Rental			\$9,587	\$656		\$10,243
Indirect Costs	\$74,743		\$82,860	\$44,799	\$14,916	\$217,318
Other Costs: (list below)						
Insurance	\$5,986					\$5,986
Program Activities	\$1,841			\$13,217	\$17,000	\$32,058
Vehicle Lease / Costs			\$11,127			\$11,127
Resident/ Other Services			\$74,194			\$74,194
Equipment Lease			\$2,879			\$2,879

Building Maintenance			\$24,828			\$24,828
Claims				\$180,522		\$180,522
Totals ►	\$675,240		\$849,038	\$576,881	\$132,273	\$2,233,432
Fund/Totals Ratio:	30.23%	0.00%	38.01%	25.83%	5.92%	

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
Maehnowesekiyah Operations	\$ -	\$ 485,397	\$ 485,397	\$ 0
Totals		\$ 485,397	\$ 485,397	\$ 0

Menominee Nation News

Devan Erdmann, Director

MISSION STATEMENT

To become the leading provider in disseminating pertinent information that may affect our tribal membership, whether it is environmentally, economically, or socially. In addition, local news coverage of social events that take place with elders and youth in our community are focused on, on a regular basis.

BACKGROUND INFORMATION

Soon after Restoration in 1976, the news department was established with the help of a BIA grant of \$175,000 and was known as Menominee Tribal News. It began as a monthly publication intending to inform tribal members of the many programs that became available through Restoration. Within a couple years, the newspaper became more community oriented whereas reporters would cover community activities in addition to reporting on program updates. The demand for the Menominee Tribal News increased within and outside the community. In January 1989 it went from a monthly publication to a semi-monthly publication. Twenty-four issues are published a year. This affords us the opportunity to make the news more current to our readers and better serve our community members. In 1997, the newspapers' name was changed to Menominee Nation News. In September of 1997, the department modernized the layout process by way of computer. Prior to this, the newspaper was produced via paste-up. On February 12, 2018, Menominee Nation News rolled out an electronic newsletter. The e-News contains summaries of articles that are in the print edition and is provided free of charge to all the sign up. MNN e-News is sent out via email on the same schedule as the print edition.

It has been the goal of the Menominee Nation News (M.N.N.) to publish a semi-monthly paper to inform tribal members of any changes and updates within our community. It has also been the goal of the Menominee Nation News to service Tribal Government by assisting in publishing all relevant public information. The reporters at Menominee Nation News are always available for news coverage at request for community related events. If for any reason coverage cannot be provided, they follow up with the coordinator of the event, or suggest that they take some pictures and submit information on the event, to provide some coverage in the Menominee Nation News. We are not informed many times of some of the events or situations that occur.

LOCATION

The Menominee Nation News office is located on the first floor of the Gordon Dickie (Family Investment Center) Building in Keshena.

STAFFING

The Menominee Nation News operates with a staff of four (4): One (1) Director/Editor, one (1) Administrative/Design Assistant, and two (2) Reporters.

SERVICES

We offer a variety of services to our readers.

- **Local News Coverage:** The reporters attend events, conduct interviews, take photos and compile information for articles. To request coverage or submit story ideas, please call (715) 799-5167 or email derdmann@mitw.org.
- **Advertising:** We offer display ads, thank you ads, happy ads, memorials, wedding/birth announcements, special holiday wishes. Individual submissions must be paid for in advance. For more information, please call (715) 799-5167 or email derdmann@mitw.org.
- **Subscriptions:** We offer 1st class and 3rd class subscriptions on a quarterly and yearly basis. There is a 1st class requirement for subscribers who are incarcerated in a correctional facility. This ensures that inmates receive their subscription.

The subscription rates are as follows:

<u>1st class</u>	<u>3rd Class</u>
3 months: \$16.00	3 months: \$13.00
6 months: \$25.00	6 months: \$20.00
9 months: \$34.00	9 months: \$27.00
12 months: \$42.00	12 months: \$32.00

The option to mail a single paper is also available for \$3.00/paper. If interested in subscribing to the Menominee Nation News, send your name and address, along with your payment, to Menominee Nation News, P.O. Box 910, Keshena, WI 54135 or stop by our office located in the Gordon Dickie Building. Subscriptions begin at the beginning of the month.

Sign up for the e-News by texting the word "MENOMINEE" to 22828

• **Non-Subscription Sales:** As of October 2019, we have a total of seventeen (17) distribution sites where the newspaper can be purchased. This includes seven (7) sites in Keshena, two (2) sites in Neopit/Middle Village, one (1) site in Gresham, one (1) site in Bowler, and six (6) sites in Shawano. The cost for a paper is \$1.00, and each distribution site gets \$0.10 for each copy sold. Complimentary copies of the newspaper are provided for our elders at the meal sites in Neopit and Keshena and for the residents of the CBRF in Middle Village. The complimentary copies are to stay on site, so all can enjoy reading the paper.

• **Other:** We also offer customers the opportunity to purchase digital files of the photos published in the paper, taken by Menominee Nation News. The cost is \$1.00 each. We offer our customers the option of paying an extra \$0.50 if they prefer to have their personal photos (happy ads, memorials, etc.) used for publication mailed back to them. We also receive money for NSF checks that are returned.

ANNUAL BUDGET

The Menominee Nation News is 100% tribally funded. Under Menominee Tribal Ordinance #18-27 the department was awarded \$317,774.00 for fiscal year 2019 operations. Due to decreased transfers from Gaming operations, the Tribe had to work to close an anticipated revenue gap. An amendment to the Ordinance in June 2019, reduced the budget to \$295,874.00. This resulted in a reduction of hours for three (3) staff members and a complete layoff for one (1) staff member during the month of September 2019.

The departments' actual expenses for fiscal year 2019 amounted to \$297,182.39; an overage of \$1,308.39.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 149,955					\$ 149,955
Fringe Benefits	84,186					\$ 84,186
Travel	2,000					\$ 2,000
Supplies	7,791					\$ 7,791

Contractual	12,137					\$ 12,137
Space Lease/Rental	5,929					\$ 5,929
Indirect Costs	33,876					\$ 33,876
Totals ►	\$ 295,874					\$ 295,874
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

REVENUE

The three (3) main areas where revenue is generated include subscriptions, sales, and advertising. We also have one (1) miscellaneous or other line item where we generate a much smaller amount of revenue via NSF checks, postage and photos. In June of 2018 the department began accepting credit/debit cards for payment through a vendor named Clover. Fees incurred through Clover came directly from the revenue. With a switch to a new vendor (GovPayNet) in March 2019 there are now no fees for the department, although the customer is charged a small percentage fee which is paid directly to the vendor at the time of payment processing. The annual income goal for FY 2019 was set at \$38,925. The total amount generated was \$45,381.89.

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
Subscriptions		\$ 6,433		\$ 6,433
Non-Subscription Sales		7,605		7,605
Advertising		31,452		31,452
Other		31		31
Credit Card (fees) Discount			140	(140)
Totals		\$ 45,522	\$ 140	\$ 45,382

Please note: The department does not keep the generated revenue. It is deposited in the Tribe's general

Operation of Tribal Government

Douglas Cox, Tribal Chairman

The operation of Tribal Government is the executive and legislative division of our Menominee Nation, and embodies a diversity of administrative offices and committees, commissions, and task forces.

The governing body of the Menominee Nation is the Menominee Tribal Legislature, which consists of nine (9) members. Menominee Tribal Legislature exercises all the inherent, constitutional, statutory, and treaty powers of the Menominee Nation by the enactment of legislation, the transaction of business, and by otherwise speaking or acting on all matters which the Menominee Nation is empowered to act.

The Tribe maintains several standing committees, commissions, and task forces to help inform and guide decisions made by the Menominee Tribal Legislature. Committees, Commissions, and task forces are led by a Chairperson and made up of members of Tribal Legislature and Tribal members.

The Chairman's Office is the administrative unit comprising the Chairman and the Chairman's direct support staff. Chairman provides strategic direction for the Tribe, oversight of government departments, coordination of internal and external relations, and tribal member responses. Chairman's office staff provide support services to Menominee Tribal Legislature, legislative committees, Boards, commissions, and task forces; respond to tribal members inquiries and concerns; maintain the records of the legislative action; coordinate internal and external communications and public relations; provide legislative analysis and organize consultations with government agencies; and coordinate certain activities, projects, meetings, initiatives that extend tribal wide and to external partners.

Chairman's Office consists of the following staff members; Linda Peters, Office Manager; Kimberly Oshkeshequoam, Recording Clerk; Gunnar Peters, Recording Clerk; Megan Smith, Recording Clerk; Georgia Tourtillott, Receptionist/Clerical Assistant; and Melissa Cook, Intergovernmental Affairs Manager

OPERATION OF TRIBAL GOVERNMENT ACCOMPLISHMENTS

This past year marked opportunities, accomplishments and challenges for the Menominee Tribe and the operation of our Tribal Government. In Fiscal Year 2018-2019, Menominee Tribal Legislature addressed a wide range of issues that directly affected the lives of our Menominee Tribal members. As part of the actions and decisions were to ensure our Tribe is structured for resiliency. Our focus was on adjusting and adapting the resources-our people, funds, programs-to continue meeting the needs of our Tribe and tribal members.

Tribe's Significant Events, Activities, and Actions

Responsible and Responsive Fiscal Action Planning: MTL focused on a responsible and responsive fiscal plan, one in which to tackle our economic challenges and financial hardship we faced. Our Tribe faced 2 primary fiscal challenges this year. The partial government shutdown impacted federal departments that provided services to our Tribe. Our Menominee Casino struggled with revenue projection shortfalls, and our Tribal Government, which depends heavily on revenues from our gaming operations, dealt with the sudden fiscal pressures by tapping into reserve funds and cutting spending. Combined with a series of legislative actions and cost containment measures, the Tribe adjusted budgets to bring spending in line with projected revenues.

In regards to the government shutdown, MTL Budget & Finance Committee worked with Tribe's Finance Manager and Tribal Administration to create budget and operational contingency plans, to guide response and action to the partial government shutdown and any government shutdown. Each of the Tribe's programs and services created Budget and Operational Contingency Plans.

In regards to revenue shortfalls from our Tribal businesses, primarily the Menominee Casino, MTL looked for departments and programs to identify potential areas of opportunity for government efficiencies and to reevaluate their scope, responsibilities, expenditures, and revenues to ensure program aligned with core services and revenue. From these recommendations, MTL considered several initiatives that affected departments and the Tribe as whole, to bring forth a responsible and responsive fiscal plan. These initiatives were carried out this past fiscal year and some carried into the new fiscal year. These focused on cost containment measures, restructuring programs and administrative processes within government, conducting layoffs-to increase cost savings, improve effectiveness, and achieve better alignment between programs and department services.

Reframing the Tribal Police Department: Over the past few years, Menominee Tribal Legislature has been working on improving our Menominee Tribal Police Department and fostering community trust in our Tribal Police, through legislative action and Law Enforcement Code recommended changes. The Menominee Tribal Legislature made the decision for removal of the Chief of Police. MTL presented amendments to Chapter 132 Law Enforcement to include appointing a Chief of Police and creating a Police Commission. These ordinances are going through the ordinance process and will be presented for final consideration this coming fiscal year.

Legislating Constitutional Amendments: The Menominee Tribal Legislature worked on issues of constitutional amendments, which has been the subject of numerous Constitutional Task Force meetings. Tribal Legislature meetings and Tribal General Councils over the past few years. On October 2, 2018 Menominee Tribal Legislature withdraw its request to the Secretary of Interior to hold a Secretarial Election on the adoption of proposed amendments to the Constitution and Bylaws of the Menominee Tribe. The purpose of this Secretarial Election was to offer an opportunity for Tribal members to approve or disapprove two proposed amendments to the Tribal Constitution. The first amendment was to remove the requirement that the Secretary of the Interior conduct elections regarding Tribal Constitutional

amendments, and the requirement that the Secretary of the Interior approve any such amendments. The second amendment was to change the official name of the tribe to Menominee Nation.

Responding to Tribal members concerns about not receiving sufficient information about the Secretarial Election process and the purpose of the constitutional amendments, Menominee Tribal Legislature decided it was better to postpone the vote. As a result, the Tribal Legislature passed Resolution 18-38, committing Menominee Tribal Legislature to review proposed amendments; provide outreach to our tribal members; and bring back these amendments for review by the Tribal Legislature within twelve (12) months. The Constitutional Task Force has met 4 times this fiscal year, per the motion of MTL. Constitutional Task Force meetings are planned to discuss the educational components.

Back Forty Mine Project Opposition: Menominee Tribe continues its fight against the proposed Back Forty Mine project, along the Menominee River in Upper Peninsula of Michigan, and impacting Menominee cultural and burial sites. Menominee Tribal Legislature efforts have focused on legal strategies and legal cases. Tribal Legislature continues with an Environmental Task Force charged with leading Menominee Tribe's efforts to oppose the Back Forty Mine Project.

The Menominee Tribe continues challenging the issuance of the mining permit through a contested case hearing. The Tribe filed a contested case hearing on the Mining Permit on February 24, 2017. The Tribe received the ALJ's proposal for decision on May 6, 2019. The Tribe appealed the ALJ's proposal for decision on August 5, 2019. The Tribe is pending decision on the contested case appeal with the Environmental Review Panel.

The Menominee Tribe continues to challenge the wetland permit and filed a contested case on August 3, 2018. The Tribe presented its case and witnesses in June 2019 in Lansing, Michigan. Aquila Resources presented its defense and witnesses in August, 2019, and will continue in October 2019. The Tribe will have an opportunity for rebuttal. After the hearing concludes, final briefs will be submitted to the ALJ, who will make a decision about whether the wetland permit was properly granted.

Menominee Tribe has filed an appeal to the dismissed lawsuit against EPA related to the federal agencies' decision to allow the State of Michigan to oversee the Clean Water Act federal permitting process, asserting permitting fill and excavation on the Menominee River and its wetlands cannot be delegated to a state under the Act for Section 10 waters. On December 19, 2018, the judge issued a decision and motion denying Menominee's Motion to Amend and granting EPA & Army Corp and Aquila Resource's motions to dismiss. On January 17, 2019, the Tribe filed a Notice of Appeal to appeal the decision that dismissed the Tribe's claims against the federal government. The Tribe is requesting the Court of Appeals to reverse the district court's order dismissing the Tribe's challenge to the Federal Defendants' unlawful decision to delegate authority over this Permit to the state, reverse the district court's order denying the Tribe's motion to amend its complaint to include NHPA claims and federal defendant's decision to withdraw objections to the Permit.

MTL leaders and our Staff made public comment at the recent Mining Permit amendment public meeting held on January 9, 2019 and submitted written comments in regards to the mining permit amendments. In July 2019, Menominee Chairman, Intergovernmental Affairs Office, and Legal met with Michigan Governor's Deputy Legal Counsel/Tribal Affairs to discuss the Back Forty Mine Project. Menominee Tribe continues to work with grassroots groups and work with media to bring exposure to the Back Forty Mine Project.

Several activities, meetings, and national events provided forum to present Menominee opposition to the proposed Back Forty Mine project. Tribal leaders met with Wisconsin federal and state elected officials on the Back Forty Mine Project, and included meetings with candidates for the recent 2018 elections. And most recently the Chairman met again with Congressman Mike Gallagher and various state representatives, and organizations opposing the Back Forty Mine, at a meeting held on January 12, 2019. Tribal leaders have attended and presented at public hearings and meetings in Michigan regarding permitting of the Back Forty Mine project. Chairman has continued to do public presentations on the Back Forty Mine Project to media outlets, Universities, National and Regional Tribal organization meetings, such as GLITC, EPA Tribal Caucus, First Nations and BIA. We are continuing efforts to garner

support in opposition on the Back Forty Mine. These include presentations to Ho-Chunk Nation Tribal Leaders, Oneida Nation, and First Nations Development Institute, the Pala Band of Mission Indians. Formal requests and meetings with tribal nations have resulted in some success in support of efforts to oppose the Back Forty Mine, in way of a donation from Mohegan Tribe. We need to continue to be active in pursuit of financial and technical support over the next year, through further communications with other Tribes.

Kenosha Gaming Update: Wisconsin elected a new Governor Tony Evers, which leads the Tribe to believe that the Kenosha Project is still viable. Kenosha may be viable for the following reasons:

- The conditions that led to the 2013 approval of the Project by the Bureau of Indian Affairs remain in place, and there is no reason to believe that a renewed application would not be approved;
- The Menominee Tribe's Project always enjoyed tremendous local support of the Kenosha Community;
- The Menominee Indian Tribe of Wisconsin's Gaming Compact continues to contain provisions contemplating a Menominee Casino in Kenosha;
- Seminole Hard Rock remains committed to act as the developer and manager of the facility.

In order to move forward again with Kenosha a new application for land into trust will need to be filed with the Department of the Interior. Seminole Hard Rock is committed to cover the expenses associated with such an application. No final decision has been made by the Tribal Legislature to file a new application, but it is in the Tribe's best interest to do so as soon as possible. We will continue to move all opportunities forward and updates will be provided to MTL through the Chairman, Legal and members of the gaming team.

Tribal Membership Distribution Payment: Tribal Legislature authorized a \$50 tribal distribution payment to tribal members in December 2018, which were funded out of the Tribal Reserves funds. The decision was to distribute some portion of tribal revenues to tribal members as a tribal member distribution payment to help our tribal members meet some immediate needs.

Declaring State of Emergency: On July 21, 2019, Menominee Nation declared a state of emergency after severe weather hit the Reservation, causing wide spread damage and power outages, that lasted 4 days from some of our tribal communities. Because the weather event caused power outages, dangerous road conditions and threats to public health and safety, emergency management authorities recommended issuing this declaration. Menominee Nation's disaster emergency order allowed Menominee Tribe resources to be available for response activities, and called for the Menominee Tribe Emergency Management to activate the Tribe's Emergency Operations Plan. Menominee Nation's emergency declaration allowed the tribe to call upon local, state, and federal assistance.

Menominee Tribe's Litigation: Menominee Tribe has taken on major issues impacting our tribal sovereignty. Some include the following:

- **Legend Lake Property Owners Association:** The Tribe and Guy Keshena (in his capacity as the straw person designated by the Tribe to transfer lands into trust on behalf of the Tribe) were served a complaint in the above referenced matter on November 6, 2018. The Complaint seeks a declaratory judgment in Menominee County Court that certain Legend Lake Property Owner's Association (LLPOA) land covenants are in full force and a ruling that any transfers in violation of the covenants are of no effect. (The Covenants among other things purport to prohibit the transfer of any lands within the Legend Lake subdivision to the United States in trust for the Tribe without LLPOA permission).

The Complaint lists 33 properties that are in the process of being transferred to the United States in trust for the Menominee Indian Tribe, and one property that is already held by the United States in trust for the Tribe.

On December 17, 2018, the Tribe filed a Motion to Dismiss. On December 20, 2018, the Tribe filed a Memorandum in Support of Motion to Dismiss with supporting affidavits. In addition to the lawsuit filed in Menominee County, the LLPOA has appealed the Bureau of Indian Affairs decision to accept

these properties into trust. That appeal is heard by the Interior Board of Indian Appeals. The Board has not yet set a briefing schedule.

- **ICWA Support:** The Menominee Indian Tribe has joined with over 300 other Tribes to file an Amicus Curiae Brief with the 5th Circuit Court of Appeals in support of the Tribal parties challenging Judge O'Connor's decision finding the Indian Child Welfare Act (ICWA) to be unconstitutional in the case of *Brackeen v. Zinke*. The State of Texas, later joined by the States of Mississippi and Indiana sued the Secretary of the Interior alleging that ICWA was unconstitutional.

The United States and the intervening Tribes have appealed this decision to the 5th Circuit Court of Appeals, and that Court has stayed the implementation of the decision pending that appeal. A number of Tribes including the Oneida Nation intervened in support of the Secretary of the Interior. Judge O'Connor found ICWA and its implementing regulations to violate the Constitution in a number of ways, including by:

- Imposing racial classifications that do not survive strict scrutiny pursuant the 5th Amendment.
- Requiring state courts and executive agencies to apply federal standards and directives to state created claims in violation of the Tenth Amendment.

ICWA has been the law of the United States for 40 years and has been reviewed in detail by the United States Supreme Court on many occasions.

Additionally, the Chairman and Legal, Intergovernmental Affairs and our Lobbyist met with then Elect Attorney General Kaul to urge the State for considering an amicus to the case. On January 15, the Attorney General released a press statement notifying that the State had indeed decided to file the amicus.

- **DAPL Amicus Brief:** Menominee Nation joined the NCAI's amicus brief supporting the Standing Rock Sioux Tribe and Cheyenne River Sioux Tribe in their lawsuit against the U.S. Army Corps of Engineers over the Dakota Access Pipeline. The lawsuit seeks to halt the Dakota Access Pipeline Project.

Menominee Tribal Legislature adopted 56 resolutions, addressed 46 ordinances, attended to 6 agreements, presented 1 proclamation, concentrated on 7 major legal issues, dealt with 7 property matters, hired 4 positions (Domestic Violence Prosecutor, Lower Court Judge, Assistant Prosecutor, Finance Manager), and conducted over 77 legislative actions in fiscal year 2018-2019.

MTL held 26 regular meetings, 14 special meetings, 80 committee meetings, 23 Task Force Meetings, and 2 General Councils. MTL organized 6 special Task Forces: Environmental Task Force to address the opposition to the Back Forty Mine, Constitutional Task Force to address constitutional amendments, Chapter 306 Drug Taskforce, MTL/Menominee Conservation Commission Task Force to look at lead free ammo, MTL/Menominee Indian School District/Menominee Tribal School to find ways to address truancy, and MTL/Menominee County to address issues of mutual concern.

MTL held 7 Joint Meetings with Tribal Entities, including with Menominee Tribal Enterprises (MTE), Menominee County, Menominee Indian Gaming Authority(MIGA), College of Menominee Nation (CMN), Menominee Conservation Commission, and Menominee Indian School District. MTL hosted 22 community meetings, which included quarterly community meetings in Neopit, Zoar, South Branch, and Middle Village, as well as 2 community meetings in Chicago and Milwaukee. These meetings provided opportunity for Menominee Tribal Legislature to share information to tribal members and entities and to hear their concerns, opinions, questions, and solutions. Tribal leaders use these meetings for community building and to shape legislative work and action.

Menominee Tribal Legislature and Chairman's Office has been engaged in over 150 activities, events, meetings, presentations, and consultations throughout this fiscal year. These engagements range from attending the First Native American Presidential Candidate Forum in August to attending the dedication of the Mae Chevalier Road to honor our last full blood Menominee. Tribal Leaders participated in 30

tribal consultations with all levels of governments, including providing testimony before the U.S. House of Representatives Committee on Appropriations, meeting with Wisconsin Governor Evers and Agency Secretaries to discuss our Tribe's issues, and providing testimony in support of Indian Child Welfare Act at the Wisconsin Speaker's Taskforce on Adoption.

Members of Menominee Tribal Legislature participated in local, regional, state, and national organizations in support of the Menominee Tribe. Attendance at conferences, meetings, and events provides training, education, and resources that help our tribe. Participation provides opportunities to advocate on issues affecting the tribe.

Chairman's Office support staff provided significant administrative support to meetings, activities, and events led by the governing body of the Tribe. The Chairman's office is the official keeper of Tribal Government records and staff maintain all tribal legislative records and their dissemination to relevant and interested parties.

OPERATION OF TRIBAL GOVERNMENT BUDGET

The Tribal Government operates annually to fund our tribal programs and departments. The Tribal Government receives funds through three major sources: (1) Tribal Revenues generated through a variety of sources, with the Menominee Casino being the largest revenue source for the Operation of Tribal Government and third party revenue generated by our Menominee Tribal Clinic programs; (2) funds from contracts and grants awarded by federal, state, private, and other entities, and (3) funds assessed by the Tribes (indirect cost assessment, administrative overhead, and the like) for administering compacts, contracts, grants, and other funds that operate the Tribal Government. The operating budget for the Tribal Government is made up of these three major funding sources as approved by the Tribal Legislature.

Tribal Leaders were successful in receiving in-kin pro bono services for legal services, shareholder/investor advocacy, and technical expertise to defray some of the expenses for the Back Forty Mine opposition. The Chairman's Office also received 2 sponsored funds in support of the opposition to the Back Forty Mine Project, which were used towards legal expenses for the various lawsuits filed. \$20,000 grant award was received from the First Nations Development Institute and \$10,000 from the Mohegan Tribe.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$145,602		\$125,301			\$270,903
Fringe Benefits	\$48,683		\$48,468			\$97,151
Travel	\$30,356					\$30,356
Training	\$800		\$5,000			\$5,800
Equipment	\$9,372					\$9,372
Supplies	\$12,937		\$13,500			\$26,437
Contractual	\$145,807					\$145,807
Space Lease/Rental	\$10,085		\$15,314			\$25,399
Indirect Costs	\$57,471					\$57,471
Other Costs: (list below)	\$16,387		\$76,130			\$92,517
Totals ►	\$477,500		\$283,713			\$761,213

Fund/Totals Ratio:	62.73%	0.00%	37.27%	N/A	N/A
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Intergovernmental Affairs Budget

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$58,685					\$58,685
Fringe Benefits	\$17,689					\$17,689
Travel - Mileage	\$440					\$440
Meetings & Related	\$2,955					\$2,955
Office Supplies	\$719					\$719
Program Supplies	\$1,834					\$1,834
Dues & Memberships	\$315					\$315
Space Rent	\$2,968					\$2,968
Program Activities	\$3,434					\$3,434
Indirect Costs	\$11,370					\$11,370
Other Costs: (list below)						
Totals ►	\$ 100,408					\$100,408
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Oskeh-Waepeqtah (DV Shelter)

Maurissa Bigjohn, Program Manager

Department Summary

Oskeh-Waepeqtah is a domestic violence shelter located in Middle Village near Maehnowesekiyah. The shelter offers temporary emergency shelter to individuals or families who are fleeing from domestic violence/sexual assault situations. Our capacity consists of seven bedrooms – three with four beds, one with one bed, and three with three double beds. We have an onsite transitional apartment/unit that has two bedrooms with two beds each.

In FY19 we had a total of 41 adults and 74 children who stayed at shelter and 19 elderly and outreach clients. These clients received services in the form of program referrals, individual and group counseling/support, direct assistance, and legal advocacy. Shelter clients have a typical stay of 60-90 days. The length of stay is done on a case by case basis with the consideration of the shelter being having the emergency temporary status. Our outreach program is offered to those who are exited from shelter and from the greater community who needs advocacy, support, and other services from past trauma they may have experienced through domestic violence/sexual assault. This was the last year for the elder abuse program.

Oskeh-Waepeqtah staff includes the following positions for FY19:

Program Manager – Maurissa Bigjohn, MBA

DV Counselor/Shelter Coordinator – Ronnann Guzman, BA

Children's Advocate – Candace Leaman

Elder Abuse Coordinator – Jason Komanekin

Outreach Advocate – Kathleen Boyd

Sexual Assault Counselor – Nande Carroll

Social Work Intern – Kayshia Wayka

Shelter Aides – April Patterson, Nicole Creapeau, Natasha Waukau, Karrie Skenandore, Sarah Kasprzak, and Faith Munson.

Implementation of Menominee Action Plan

This section of the report will only include the sections in which implementation is possible

Pillar 1 Engagement and Communication

1.1 Department Communications

- Oskeh-Waepeqtah has not created a calendar of events, but will be created for FY20 which will include topics for Women's and Children's Group, DV/SA specific community events, and other community events in which Oskeh-Waepeqtah will be in attendance. The calendar will be on a month to month basis.

1.2 Communication Plans

- Community outreach and education efforts have been set into place with the hiring of our Outreach Coordinator. We have set up information booths at the Menominee Nation Contest Powwow, National Night Out Against Crime, and the Keshena Block Party. An overview of programming and services were delivered at the Murdered and Missing Indigenous Woman's walk and the Safe Haven Candle Light Vigil. We would like to amplify our communication efforts and create Oskeh-Waepeqtah inspired campaigns for Domestic Violence, Sexual Assault, Human Trafficking, and Teen Dating and Violence.

1.4 Develop Family Friendly Social Media

- Oskeh-Waepeqtah has created a group page on Facebook. Here staff post inspirational quotes/memes, Awareness Blogs, Regional/Local Community Events, and articles that are domestic violence, sexual assault, teen dating and violence and human trafficking related.

Pillar Two Healing Families and Communities

2.1 Trauma Informed Care Implementation Plans

- Our outreach and elder abuse clients may not always make it to the shelter for their 1:1's or group sessions. We provide transportation to groups and other services they may need. We will conduct the 1:1's at their homes if this is the easiest way to meet with program participants and get them the advocacy and support they may need.
- We did not receive the transitional housing grant from the Office of Violence against Women, but there has been discussion surrounding the idea of the Tribe acquiring two properties for victims/survivors of DV/SA for transitional housing. Transitional housing is an imperative concept for those who want to break their individual cycle of violence. In Shelter program participants often find themselves terrified at the thought of reentering the world after their stay at the DV Shelter. This opportunity for them would allow a continuance of support and a sense of safety that is greatly needed to transition from a victim to a survivor.

2.2 Youth and Family Activities

- Our Children's Advocate participated in this year's culture camp. She was able to build relationships with them in the hope of connecting and having conversations surrounding healthy relationships, teen dating and violence. Her technique for building this relationship happened in two ways, 1- teaching the youth how to create a specific cultural craft and assisting each one individually as needed, while doing this she was able to open up the table for discussion, and attempt to answer any questions they may have. 2 – She would stay into the night and sit around the fire at camp with them. She shared her stories and listened to theirs, this created trust and a sense of comfort for the teens to be able to open up to her. She participated in both sessions of camp.
- Oskeh-Waepeqtah had information booths and assisted with games and attractions at the Keshena Block Party and the National Night Out, but they also brought program participants to these events. This was a great way for our families to have a great time with each other in a safe environment. Families also participate in the Women's Regalia Circle on Saturdays at CMN. This is a great way for mothers and daughters to share in a craft, creating something from the heart.
- FY20 will showcase more events hosted by Oskeh-Waepeqtah and in collaboration with community partners. Events will be in conjunction with "awareness" months such as: Sexual Assault, Teen Dating & Violence, and Domestic Violence.

2.6 Develop a Safety Curriculum

- This will be developed in FY20 for young males and females, adult men and women, and our elderly. The topic of safety will be focused on safety planning for themselves and their families and will include the need to have a plan developed for every aspect of their lives. With our youth we would want to stress the importance of being attentive to their surroundings at all times with all the cases of human trafficking that have been occurring nationwide, but most importantly been happening to our Native women.

Pillar Three Data Monitoring and Surveillance

3.1c Identify and Track Social Areas of Concern

- Assessing the data that has been collected through exit interviews of In Shelter program participants we have found the questions on the exit interview did not give us enough information to gauge how well our programming is meeting the needs of victims. The method of collecting data also needs to be updated. Of the 44 clients that were in shelter, only 17 completed the interview. That is a 41% rate of completion. We found 67% developed three strategies to enhance safety, 95% gained knowledge of community resources, and 65% stated they have worked with their advocate to develop safety strategies. We have adjusted the manner in which to collect the information from the exit interview. We have aligned this process with an extension request. This allows us to engage in service areas we may have missed, but also lets us know they have indeed developed safety strategies have been actively engaged with their advocate.

Oskeh-Waepeqtah will develop a survey to be administered to the community. The survey will give indication on ways to improve program visibility, outreach, and topics in which they would like to learn more about in a community education forum. This process will continue throughout FY20 at community and Oskeh-Waepeqtah specific events.

3.2 Implement a Centralized, Shared System that Coordinates Data

- The Coordinated Community Response Team is working with the IT department to create a victim notification process to ensure our victims are notified of all legal activities that are associated with their case. The departments involved with this program are: The Batters Intervention Program, Detention Center, Prosecutor's Office, Justice Department, Probation, Crime Victims, Oskeh-Waepeqtah, Family Services, Crisis Intervention, and Law Enforcement. The database and process is expected to be completed in FY20

Pillar Four Enhance Tribal Law and Governance

4.2 Integrate Menominee Action Plan into Existing Community Engagement Workgroup Framework

- Ideas were given on how to keep Fostering Futures going once the funding from the state were discontinued. It was suggested that community partners still deliver the concepts of trauma informed principles into organizations that are service based. This initiative was carried through to our attendees at our weekly Women's group. Staff have also been in able to incorporate their TIC and ACES training into their group sessions as well as their 1:1 conversations with program participants.

Pillar Five Environment and Spirituality

5.1 Elders in the Classroom

- We have had elders come to women's and children's group and speak with our program participants about culture and tradition. A healing ceremony was conducted twice, in which our participants were able to release stress, hurt, and shame. This ceremony created a safe space for our victims to share their stories, while doing this, it opened their eyes to the realization that they shared the same insecurities, fear, and uncertainty with their trauma. We would like to conduct this ceremony on a quarterly basis.

Leadership, Communication, and Collaboration

Communication has become a big part of our weekly staff meetings. Our staff meetings consist of personal check-ins, client check-ins, and then discussion of upcoming events, newsworthy issues pertaining to DV/SA, ways to implement trainings into our advocacy, entering complete and accurate data into the database, and updates on policies and procedures. Staff are encouraged to attend trainings as funding allows, this is done on a rotating basis among staff. When they complete the trainings they bring the knowledge they have gained and share with the rest of the staff. It is then brainstormed on how to implement into the weekly women's group, or when they conduct their 1:1's. Staff are also assigned research on various topics that pertains directly or indirectly to our work as service providers. This level of accountability creates a greater knowledge base for relaying information and when dealing with certain aspects of DV/SA. This fosters personal and leadership development within our staff.

When there are issues with staff or program participants, there has been a shift in the way the concerns are addressed. Incident reports are filed with the Program Manager and both sides are taken into account in order to prescribe a resolution. Thus far this has worked out with all parties involved. The ability to communicate professionally, without judgement, and empathetically increased employee morale and has created a culture of teamwork and cohesiveness. When the staff works together, program participants get the sense of security that is needed for service delivery. We have created a system of inquiry from participants to gauge where they are within different areas such as: childcare, employment, education, housing, and other services they may need.

Oskeh-Waepeqtah has collaborated with Youth Services on community events and initiatives within Menominee Indian School District, and Menominee Tribal School. The advocates from both departments go into classrooms and talk about healthy relationships and age appropriate resources. A representative from the Tribal Clinic, Tribal Jail, Insurance, and Emergency Medical Services came to shelter to give presentations to both program participants and staff. Our Coordinated Community Response Team is comprised of many tribal departments that work directly with victims/survivors (including children) and perpetrators. Working in collaboration with these entities has allowed us to provide a variety of tools, techniques, and resources that will create a foundation of healing that leads to participant success, also provides comfort in knowing that organizations are working to support those who have endured domestic violence/sexual assault.

Implementation of MPOWER

A comprehensive and confidential community database would be of benefit to Oskeh-Waepeqtah in knowing goals and objectives of other departments. This could create an opportunity for detection in gaps that other departments may be able to assist in creating a solution. This system will allow our department

to keep an eye on progress toward goals on a consistent basis. We will know where we are and showcase areas that need attention in order to meet program goals.

Success Stories

We have had a couple of success stories with clients within this reporting period and will share this one: A young lady reach out to us and requested services. Upon completion of her assessment, we granted her stay at shelter. During her first couple of days, she was very shy, timid, and unwilling to open up. In staff meetings, it was difficult to gauge what exactly we could do for her because she kept herself distant, but after a couple weeks of being in shelter having continuous interaction with other residents and staff, she broke her shell and started talking with advocates on her time. She opened up and asked that we assist her with job searches, school, helping to set boundaries with parents, and assisting her with other community resources. Her time here allowed her to enroll into courses at College of Menominee Nation, gain employment as a housekeeper at the casino, mend relationships with her parents and other family members. Her uncle witnessed a dramatic change within her from the two months she had been with us and bought her a vehicle in order for her to have reliable transportation to get from place to place in which she needed to be.

During the two and a half months she stayed with us, she took advantage of resources that were provided by our advocates. She was engaged with Woman's Group, asking questions and providing feedback, she would share stories of past, present, and future. She gained trust and confidence since her first encounter at the shelter. She said the following words about her services in her exit interview, "I felt I received everything I needed from the shelter and from the advocates." She is still doing great and remains in contact with staff at shelter.

An elderly man came to us through a Facebook post from a friend of a staff member. He was staying with family and friends, but was not treated like an elder. He was made to sleep on the floor of the living room in which he was staying. The place he stayed was home to people who partied every night. He would not have an opportunity to sleep until everyone went home. If was to fall asleep during the party, he was often beat up and/or robbed for whatever money he had. The food he bought with his benefits was used to feed the other occupants of the house and he would be left with nothing. A concerned friend of the person went to Facebook for suggestions for resources to help them. The Elder Abuse Coordinator reached out and set the victim up for intake. He was admitted into the program, granted temporary shelter in the onsite transitional housing unit. He stayed at Oskeh-Waepeqtah for 90 days in which he gained sobriety. He received a phone, food, and bus tickets for him to get to and from work. The coordinator was able to secure them housing in an elderly unit upon his exit from this shelter. . They were extremely grateful for the kindness that was shown by the coordinator and staff. It was the first time he was sober in over 30 years, had a bed to sleep in, and food in the fridge. It was life changing for them.

Our community engagement efforts have been a success story for Oskeh-Waepeqtah. Since the hiring of additional staff and an outreach coordinator, we have been able to set up informational tables and participate at local community events and have enough people to staff shelter. We attended the 51st Menominee Nation Contest Powwow, the Keshena Block Party, and National Night Out Against Crime (NNO) and have reached over 1,500 people. The information booths and the engagement from staff created bonds with the community. Staff assisted with games at both the Block Party and NNO and assisted with safety plans for the youth.

Hosting a booth at the Powwow gave us a channel to present our programming and advocacy on a semi-national level. People from all over the country visit the Menominee Nation Powwow as we are known for our natural, woodsy amphitheater. This was a perfect stage to spread DV awareness, education, and advocacy. Our community outreach and education efforts will be a success story of Oskeh-Waepeqtah for years to come.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 32,502		\$1,103,288	\$98,892		\$1,234,682
Fringe Benefits	2,588		440,915	26,969		\$470,471
Travel (Mileage)			5,268	1,955		\$7,223
Training			49,523	8,524		\$58,047
Equipment			12,580			\$12,580
Supplies (office)			11,358	2,772		\$14,130
Contractual			8,359			\$8,359
Space Lease/Rental			30,720	10,900		\$41,620
Indirect Costs	4,460		207,362	26,869		\$238,691
Other Costs: (list below)						
Program Supplies			19,166	3,681	150	\$22,998
Cell Phone/Pagers			5,413	600		\$6,013
Dues & Membership				598		\$598
Advertising			910	100		\$1,010
Vehicle Costs			48,529	1,400		\$49,929
Direct Assistance			23,982	9,173		\$33,155
Property Insurance				171		\$171
Vehicle Insurance				640		\$640
Program Activities			13,362	7,800	116.73.	\$21,162
Rental Assistance			27,380			\$27,380
Totals ►	\$39,550		\$2,008,115	\$201,043	\$150	\$2,248,858
Fund/Totals Ratio:	1.76%	0.00%	89.29%	8.94%	0.01%	

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
Oskeh-Waepqta Fundraising & Other	\$524	\$267	\$212	\$55
Menominee Elder Abuse Program US Dept Justice		198,007	126,647	71,360
Menominee Domestic Violence US Dept Justice		1,693,061	918,421	774,640
Family Violence Prevention Services US Dept Health & Human Services		117,047	92,154	24,893

Domestic Abuse Basic Services		87,479	89,792	(2,313)
Domestic Abuse Support Services		25,000	24,086	914
Enhanced Domestic Violence Native American Tribes		45,720	44,211	1,509
DFS - Family Service Providers		37,474	32,317	5,157
Tribal Budget		39,550	37,629	1,921
Totals	\$524	\$2,166,581	\$1,295,524	\$871,057

Probation/Parole

Diana Taubel, Director

Description:

Pursuant to Menominee Tribal Code *Chapter 132 Law Enforcement, Article VI Probation and Parole*, our duties and guidelines are outlined in the ordinance. The department is headed by Probation/Parole Director Diana Taubel. The department has an Assistant Probation/Parole Officer, Rebecca McCann. The caseload was adjusted between staff to alleviate some of the cases on the Director's caseload. This will allow her more time to spend with each client. PO McCann now supervises all criminal and domestic violence clients who are 30 years or younger and Director Taubel supervises all criminal and domestic violence clients who are 31 and older as well as all Sexual Assault offenders. Staff attends various community committees and meetings such as Community Engagement Workgroup, Community Coordinated Response Team, Menikanaehkem, Yācehtāwak (Police Assisted Addiction & Recovery Program), Chairman Oversight Committee and the Enforcement and Resource Protection Committee. The Probation Director also provides support, on-going referrals, participates in case consultations and completes reporting and budgeting for the Treatment Alternative and Diversion grant. The department has one Administrative Assistant whose main objective is to gather and provide information for monthly, annual and BIA reports, order and track all office supplies and equipment, maintain supplies, greet and assist clients as well as data entry and scanning of closed cases into the Justware database.

Kākāēcec Diversion Program:

The department was again awarded the Department of Justice Treatment Alternative and Diversion grant this year. The Kākāēcec (Empowering Oneself) Diversion Program consists of a Diversion Coordinator and Resource Coordinator as well as a team of members from Maehnowesekiyah Wellness Center, Tribal Court, Law Enforcement, Menominee Detention Facility, Tribal Administration, the Probation Director and Prosecutor. The program is geared toward those 17 years and older who commit non-violent crimes in which alcohol and/or drugs were a contributing factor. Due to the Wellness Court no longer in existence, the criteria for referrals into the program changed from alcohol only to crimes in which alcohol and/or drugs were a contributing factor. Participants who agree to enter the program will complete a risk assessment to determine their individualized service plan. Each plan will include priority goals related to participant's choice of life goals, program goals and goals related to substance abuse assessment and court obligations such as restitution, community service, etc. The individualized service plans will also determine which resources are needed in order to achieve established personal and program goals such as education and training services, cultural activities, youth services, mental health services, housing assistance, etc. Successful completion will result in the dismissal of charges. In order to begin accepting clients, the team had to draft policies and procedures and purchase a risk assessment tool. The policies were approved by the funding agency and the Ohio Risk Assessment System (ORAS) tool was purchased and staff completed training on the assessment tool. Staff also completed training on the Comprehensive Outcome, Research and Evaluation (CORE) database. After these requirements were completed, the program was finally able to accept clients in January of 2019. Since January, referrals have been made, assessments completed and clients were accepted or denied. The program offers Moral Reconciliation Therapy (MRT) classes to clients. To meet the needs of clients, this class is now being offered two times a week and clients are required to attend at least one session per week. Clients are also required to report

either in person or via phone depending on their level of supervision. The program was met with a large amount of referrals throughout the fiscal year and was able to surpass the initial number of referrals of 20 that was set for the year. Through September 2019, the amount of referrals has nearly doubled. The program also had a goal of 10 enrolled clients for the year which was also met. This fiscal year, the program completed the goals that were set forth by the grant. Although there were no graduates this fiscal year, some are on the verge of graduating and only need to complete single steps before doing so. Kākāēcec staff attended an Addiction Education Forum and Night Out Against Crime to promote the program within the community.

Probation Services:

The department supervises all Menominee Tribal members, Menominee descendants, federally recognized and unrecognized tribes. The department's monthly caseload averaged 40 active Probation/Parole clients with an overall total of 207 clients. Due to some client's having multiple cases, the overall cases for the year was 268. Staff meet with their active caseload twice a month to monitor their progress in completion of each court ordered condition. If client is under strict supervision, they report to their assigned probation officer on a weekly basis. Clients are referred to local and surrounding programs and agencies for counseling services such as AODA, Domestic Violence, Parenting and Anger Management. Additional referrals can be made for Mental Health Services, education, Drivers Education, employment, etc. depending on individual client needs.

Trauma Informed Efforts:

ACES training was conducted this fiscal year for all Probation staff. Four members of the Kākāēcec TAD team attended a week long MRT-Moral Reconciliation Therapy training. The training was a hands-on workshop that covered everything needed to know to implement the MRT treatment system. The workshop included information about understanding and treating the anti-social substance abuser. They also participated in the program's structured cognitive-behavioral exercises. The last day of training covered key issues in SAMHSA's Trauma-Informed Treatment Protocol.

Other Training:

Staff also attended the following training: Use of Preliminary Breath Test, Use of Narcan, JustWare database, Zuercher database, Active Shooter Training (ALICE) and De-escalation Training. TAD team members attended the 2018 Diversion Standards Training at Fox Valley Technical College in Appleton, WI. The training covered the basics of the TAD statute along with the standards of which the program should adhere too.

Unmet Needs:

The department is in need of a Domestic Violence/Sexual Assault Probation Officer as the position was funded through a grant which ended in 2015. That case load has been divided between the Director and the Assistant Probation Officer. Also, with five employees we have a need for additional office space.

With overcrowding issues in the Menominee Tribal Detention Facility and the steady amount of revocations we would be better able to assist those clients with health issues by purchasing a GPS monitoring system. With the purchase of a GPS monitoring system we could allow home incarceration and be able to monitor clients by way of the GPS system.

Due to budget shortfalls throughout the organization, the department had to lay off the Administrative Assistant the month of September and both the Director and Assistant Probation/Parole Officer reduced their hours to 32 hours per week for September.

Strategic Planning:

We have improved our service to our clientele by offering a stipulation to revocation to clients who have been arrested and found to be in violation of probation rules and are facing revocation. Although the code states steps should be considered in every case as possible alternatives to revocation, it is not mandatory and is offered on a case-by-case basis. The Alternative to Revocation/Treatment Agreement (ATR) was created as an alternative by allowing the client to sign the ATR, agreeing to certain conditions of probation, such as deadlines to pay fines, complete community ATR hours (similar to community service),

complete AODA counseling, etc. It is the department's hope that the extra conditions will benefit the clients' needs. This year, 46 ATRs were signed.

The department continues to request budget monies for the cost of witnessed urinalysis testing at the Menominee Tribal Clinic and/or Maehnowesekiyah Wellness Center. If client tests positive, more intensive counseling is required.

Other:

The department continues to utilize the department vehicle which has been used for employee training opportunities, meetings and transport of clients to inpatient facilities and treatment appointments. Due to the fact the department doesn't utilize the vehicle on a daily basis, Menominee Detention Facility began utilizing the vehicle for transports and shares the cost.

Statistical Information	P&P Dept. #'s	Statistical Information	P&P Dept. #'s
Total Cases at Year End	268	Arrested Clients for the Year	108
Total Clients at Year End	207	ATR's given for the year	46
Clients with Multiple Orders	44	Released & Revoked Clients at years End	111
Active Clients at Year End	41	Statement of Facts for the Year	81
Absconders at Year End	129	Clients With Tolled Time	1
Clients Incarcerated at Years End	32	Kākāēcec Referrals	39
Wanted Clients at Years End	5	Kākāēcec Assessments Completed	21
Kākāēcec Accepted Clients	13	Kākāēcec Active Clients	5

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$45,802	\$ -	\$164,824	\$ -	\$ 61,148	\$ 271,774
Fringe Benefits	16,903		33,942		41,610	\$ 92,455
Travel	-		137		-	\$ 137
Training	-		212		-	\$ 212
Equipment	-		795		350	\$ 1,145
Supplies	(19)		3,007		78	\$ 3,066
Contractual	-		6,559		-	\$ 6,559
Indirect Costs	8,020		-		13,117	\$ 21,137
Other Costs: (list below)	-		-		-	\$ -
Vehicle Costs	189		4,536		-	\$ 4,725
Transportation	-		-		13	\$ 13
Program Supplies	-		638		-	\$ 638
Liability Insurance	-		758		-	\$ 758
Program Activities	-		51		-	\$ 51

Medical Services	-		2,109		-	\$ 2,109
Totals ►	\$ 70,894	\$ -	\$217,568	\$ -	\$116,316	\$ 404,778
Fund/Totals Ratio:	17.51%	0.00%	53.75%	N/A	28.74%	

Prosecutor's Office

Scott Wilson, Prosecutor

The Office of the Tribal Prosecutor promotes the sovereignty of the Menominee Indian Tribe by prosecuting violations of the Menominee Tribal law and working cooperatively with other criminal justice agencies and jurisdictions in order to protect the Menominee Indian Tribe and its members and the community.

Duties and Responsibilities

The primary objective of the Prosecutor's Office is to provide prosecutorial services in a fair, just and effective manner to the residents of the Menominee Indian Reservation, through the prosecution of both civil and criminal violations of Menominee Tribal law, which includes:

- Processing adult and juvenile criminal and civil matters through the Tribal court system;
- Complying with due process and equal protection requirements set forth in the ICRA of 1968 (25 USC secs.1301-1302);
- Representing the best interests of the Tribe in matters before the lower courts and through the Supreme Court appeals process;
- Attending necessary trainings; and
- Assisting Menominee Tribal Police Department with training and consultation.

Staffing

The current staff includes the Tribal Prosecutor, Assistant Tribal Prosecutor, Domestic Violence Prosecutor and two Legal Secretaries.

Accomplishments

The Prosecutor's Office continues to take into account the principles of trauma informed. This past fiscal year, the Prosecutor's Office helped establish the KĀKĀĒCEC treatment diversion program for non-violent drug offenders who struggle with addiction. Since the launch of the program in January 2019, this has resulted in dozens of referrals to the program for individuals who would otherwise be facing jail and a criminal record.

Statistical Data

For FY 2019, Top 20 Charges Added

227	290-12 ~ Disorderly Conduct
194	550-1 343.44(1)A ~ Oper While Suspended
174	550-1 346.63(1)A ~ OWI
149	550-1 343.44(1)B ~ Oper while Revoked
144	550-1 343.05(3)A ~ Oper wo Valid DL
125	120 Att. 11.73 ~ Disobedience to Lawful Orders of Court
123	290-74 ~ Theft
118	290-35 ~ Resisting or Obstructing Officers
104	290-2(a) ~ Battery
100	550-1 346.63(1)B ~ PAC
95	250-2 125.07(4)(b) ~ Alcohol Beverage Control-125.07(4)(b)-Underage Drinking
63	120 Att. 11.51 ~ Malicious Mischief
62	550-1 341.04(1) ~ Non Registration
52	306-18 ~ Possession of a Controlled Substance or Controlled Substance Analog
47	550-1 346.63(1)A ~ OWI-Criminal
45	550-1 344.62(1) ~ Motor Vehicle Liability Insurance Required
40	550-1 346.19(1) ~ Fyr to Stop for EM Veh
38	290-1 ~ Assault

- 33 306-3.2(a) ~ Drugs and Drug Paraphernalia - Personal Possession and Use of Marijuana
 32 550-1 346.57(4)(h) ~ Speed Restrictions - Fixed Limits

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 56,071	\$ -	\$ 122,340	\$ -	\$ -	\$ 178,411
Fringe Benefits	24,188		20,000			\$ 44,188
Travel						\$ -
Training	808		1,000			\$ 1,808
Equipment						\$ -
Supplies	2,662		3,050			\$ 5,712
Contractual	1,000		1,000			\$ 2,000
Utilities						\$ -
Space Lease/Rental						\$ -
Indirect Costs	11,051					\$ 11,051
Other Costs: (list below)						\$ -
Advertising	338					\$ 338
Dues and Membership	1,200		450			\$ 1,650
Program Activites	282					\$ 282
Filing Fees	400					\$ 400
						\$ -
						\$ -
						\$ -
						\$ -
						\$ -
						\$ -
Totals ►	\$ 98,000	\$ -	\$ 147,840	\$ -	\$ -	\$ 245,840
Fund/Totals Ratio:	39.86%	0.00%	60.14%	N/A	N/A	

Public Defender Office

Aaron Linssen, Director

The Menominee Public Defender Office (MPD) is a new department in 2019. It is the result of a 3-year grant from the U.S. Department of Justice. The Public Defender program is tasked with establishing a long-term Menominee Public Defender Office. The MPD provides criminal representation in Tribal Courts and develops community resources for individuals who may be unable to afford legal assistance. Criminal defendants are individuals accused of violations which may result in penalties of jail time or restriction of liberty. The MPD began providing services to the public in June 2019 and continues to expand the scope of its work as resources permit. MPD services are rapidly evolving as needs are identified within the system through our representation. Any individual charged with a crime in Tribal Courts may apply for assistance, and our legal resources are available to any member of the public.

Our goal is to ensure every individual is treated fairly in the criminal justice system. Financial disparity can warp justice in an adversarial legal system. By providing access to legal resources, legal assistance, and attorney representation, we ensure individuals subject to Menominee law are able to properly exercise their rights as granted under the Menominee and U.S. Constitutions.

The MPD strives to make its resources available to all members of the community, regardless of legal status. The MPD office is open to the public during business hours, conducts regular hours at the courthouse during Tribal Court criminal intake, and visits the Tribal Jail three times a week to discuss the legal concerns of inmates. In addition, appointments outside of regular office hours are available upon request.

Legal representation is not the only method by which the MPD provides legal services to the public. MPD work also involves encouraging attorneys to get licensed to practice in Tribal Courts, further increasing access to representation in all matters. This is accomplished by educating attorneys on the Menominee Tribal criminal system and the creation of an MPD private bar, a pool of certified contracted attorneys who are able to provide criminal representation with MPD funds.

MPD staff is in regular communication with other legal groups providing assistance to Tribal members in other jurisdictions, including the Federal Defenders Office which assists Tribal members accused of Federal crimes, the Wisconsin State Public Defender's Office which assists Tribal members accused of crimes outside the reservation, and Wisconsin Judicature's Indian Law Office. Communications with these entities centers around improving the overall experience of Tribal members in need of legal assistance and communicating needs through an institutional actor.

As an institutional advocate for the accused, the MPD also works outside the courthouse to encourage and advocate for reform and change in Menominee government practices which result in better access to resources and better case outcomes for criminal defendants. The MPD participates in task forces and treatment courts to ensure the concerns and rights of the accused are respected as new programs are implemented. As a systemic advocate for individuals struggling through the toughest time of their life, our input helps shape programs to be sensitive to the needs of the very individuals these programs seek to help.

As the MPD moves forward from infancy to its first full year in operation, our primary goal is to vastly increasing the percentage of individuals in criminal court who are represented by counsel. Our secondary goals include the creation of public resources, educating attorneys in the Menominee legal system, and improving criminal justice processes which ensure the rights of Tribal Members are protected. Our goal is to provide direct representation to at least 100 individuals in 2020.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ -	\$ -	\$ (47,422)	\$ -	\$ -	\$ (47,422)
Fringe Benefits			(12,539)			\$ (12,539)
Travel			(94)			\$ (94)
Training			(1,199)			\$ (1,199)
Equipment			(5,442)			\$ (5,442)
Supplies			(1,862)			\$ (1,862)
Indirect Costs			(5,990)			\$ (5,990)
Other Costs: (list below)			-			\$ -

Totals ►	\$ -	\$ -	\$ (74,549)	\$ -	\$ -	\$ (74,549)
Fund/Totals Ratio:	N/A	N/A	100.00%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
Public Defender 3-Year Grant (2019-2021)	\$748,722	\$ -	\$ (47,767)	\$ 47,767
Totals	\$748,722		\$ (47,767)	\$ 47,767

Transit Services

Timothy Reed, Director

To provide safe, efficient and reliable transportation services to our customers so that they can access opportunities for employment, health care, recreation, education and public services in a professional environment while sustaining the mission, vision and value of the Menominee People.

The Menominee Department of Transit Services provided 236,972 passenger trips during FY2019 logging 81,300 service hours and traveling 1,711,465 miles. This is a five year high in all categories for the Department and is attributed mainly to the addition of the City of Shawano Shared Ride Taxi Service which the Department assumed operations on January 1, 2019. In addition, the Departments dispatch centers fielded nearly 184,000 calls across all services areas.

The addition of the City of Shawano Shared Ride Taxi Service has allowed the Department to improve services to the public as the Department now has the ability to manage transportation within, to and from the City of Shawano which is a main destination for Menominee Tribal Community members and Menominee County residents. The Department utilized several work groups during the course of the year to evaluate routes for service and effectiveness. Several changes in July resulted in the elimination of routes that lacked sufficient ridership allowing the Department to save money and improve service delivery in other areas. Routes that were modified in part or whole included Madison, Milwaukee, Appleton and Green Bay.

Regular Driver, Dispatch, Mechanic and Administrative Team Staff Meetings were held throughout the year on at least a monthly basis to communicate about administrative and operational topics, changes to services, discuss safety concerns, gather input from staff and address outstanding issues for the Department. In the future, the Department is anticipating holding staff meetings by service sector (MRPT, Langlade County, City of Shawano Cab Service) in order to allow driver and dispatch staff to communicate directly about issues within their respective service sectors. Management is hopeful that this approach will be an opportunity for team building and improve overall program efficiency and effectiveness.

Training was a point of emphasis for the Department in FY2019 as the Management Team implemented a new training protocol utilizing personal, group and computer training opportunities and environments. The trainings included the Federal Transportation Association's Passenger Assistance Training, Drug and Alcohol Awareness Training, Drug and Alcohol Reasonable Suspicion Training, first aid, fire extinguisher use, School Bus Evacuation Training, REAL Colors Training, HR Think Training, Sexual Harassment Prevention for Employees, Workplace Harassment Prevention for Employees and Bullying and Violence in the Workplace. The Department has also taken the initiative to refresh, retrain and emphasize proper handling of ridership needs by certifying two staff in Passenger Assistance Training. The Department has high expectations of staff performance in the future and looks to continue an aggressive schedule of training. The Department will also add Trauma Informed Care Training for all staff to our training schedule.

During the past year the Department has worked with the Tribal Administration, Finance and Internal Audit to address issues with our accounts receivable and reconciliation processes. By FY end, recommended changes within the Department and within the Tribe have been implemented and have addressed these issues. Administrative staff have participated in the Community Engagement process and have contributed to workgroups focused on Absenteeism and Community Engagement Public Attendance. The Transit IT staff created and implemented a new program called TREK which allows the Department to keep a permanent record of work orders and complaints. This information is used by Transit Administration to address issues and make improvements where necessary to address public and/or staff concerns.

Services

Menominee Department of Transit Services (MDOTS) manages and provides direct transportation services for Menominee Regional Public Transit, as well as the following established partnerships:

- Menominee Head Start
- Menominee Tribal School
- Menominee Tribal Clinic
- Menominee Casino and Resort
- Menominee Department of Aging
- Menominee County
- Menominee Community Resource Center
- Menominee Eagles Nest
- Menominee Indian School District
- Aspirus Langlade Hospital
- Care Wisconsin
- Inclusa
- IRIS
- City of Shawano Taxi Service
- Lac du Flambeau Band of Chippewa
- Lakeland Care District
- Langlade County
- Shawano County Department of Social Services

In addition, MDOTS continues to assist Tribal Departments not only with transportation needs and services, but also with maintenance and repairs of their vehicles.

Staffing

MDOTS has a staff of 125 employees which includes:

Administrative staff (1) Transportation Director, (1) Transportation Coordinator, (1) Transit Finance Manager, and (1) Administrative Assistant

IT staff (1) Senior Programmer/Systems Analyst, (1) Program System Analysts and (1) Web Applications Developer.

Dispatch Operations (1) Mobility Manager/Dispatch Supervisor, (2) Scheduling Assistant, (4) Full Time Dispatchers, (8) Part Time Dispatchers and (2) Receptionist/Clerical Assistant and (2) On Call Dispatchers

Transportation (3) Shift Supervisors, (19) Full-Time Drivers, (28) Part Time Drivers and (10) Bus Monitors.

Lac du Flambeau (1) Site Area Supervisor, (1) Full Time Driver, (7) Part Time Drivers and (4) Part Time Dispatchers and (1) On Call Drivers.

Langlade County (1) Site Area Supervisor, (10) Part Time Drivers and (3) Part Time Dispatchers.

Mechanics (1) Mechanic Supervisor and (6) Full-Time Mechanics.

Facility Maintenance (1) Facility Maintenance Supervisor, (1) Full-Time Facility Maintenance Worker and (2) Full-Time Housekeepers.

2019 Accomplishments

- Completed successful DOT Community Service Review of the City of Shawano Shared Ride Taxi Service.
- Completed Driver Block Scheduling Projects for the Public Transit Service and the City of Shawano Shared Ride Taxi Service.
- Successful prior year grant administration and future year applications for the formula funds awarded to the Tribe to provide assistance for capital, planning and operation needs to support public transportation in rural areas and formula funds for federally recognized Indian tribe with assistance for public transportation services, respectively.
- Revised and Implemented successful staff training program.
- Completed audit and implemented policy changes to the MITW Drug and Alcohol Testing Program.
- Completed external audit and made recommended changes regarding accounts payable process.
- Reviewed and reaffirmed MDOTS existing partnerships. MDOTS began the year maintaining 18 different partner agreements for transit services and successfully transitioned the staff into reduced hours of operation after one MOU saw reductions due to lack of funding.

2020 Goals

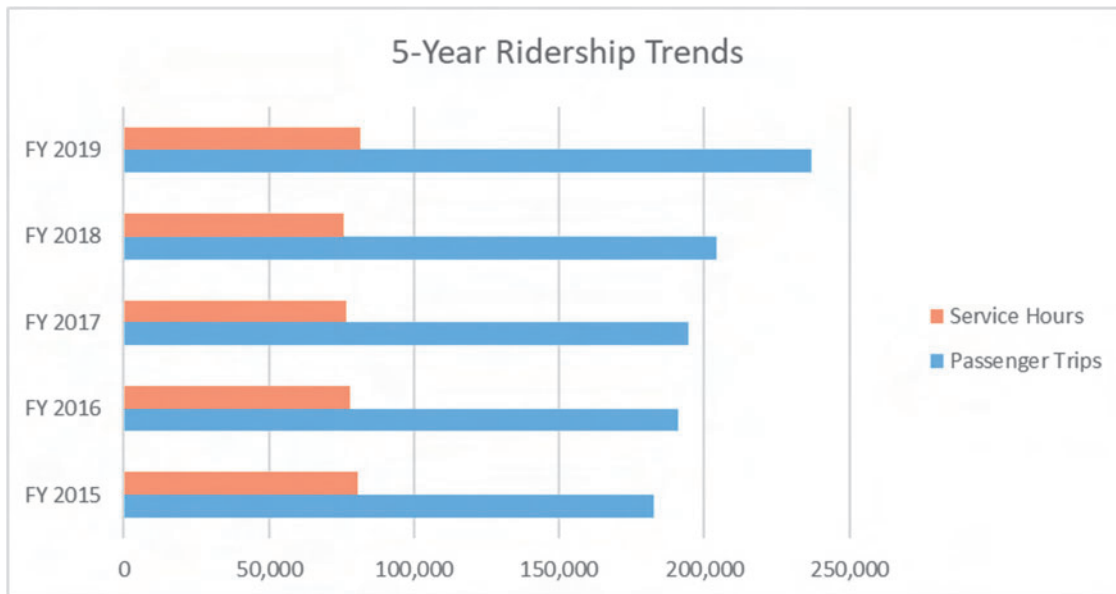
- Evaluate and implement recommendations by DOT, FTA, MITW Administration and Internal and External Audits.
- Reestablish the Menominee Transportation Advisory Committee.
- Continue to develop cost savings through the review and revision of existing Departmental accounts and identify opportunities to leverage additional funds for operational and capital expenditures.
- Continue to evaluate current routes and transit schedules to determine efficiency and effectiveness.
- Continue to review Department of Transit Services workflow and address opportunities through our departmental organizational structure with regard to staffing patterns, job descriptions, and training needs.
- Continue to evaluate all service sectors with regard to ridership and return on capital and operation investment.
- Review and revise as necessary all Department policies and procedures.
- Enhance community outreach program including ridership groups and advertising campaigns to determine effectiveness and plan implementation of required changes.
- Continue to attend meetings that allow opportunities to enhance services to the public and promote participation in services offered by other entities.

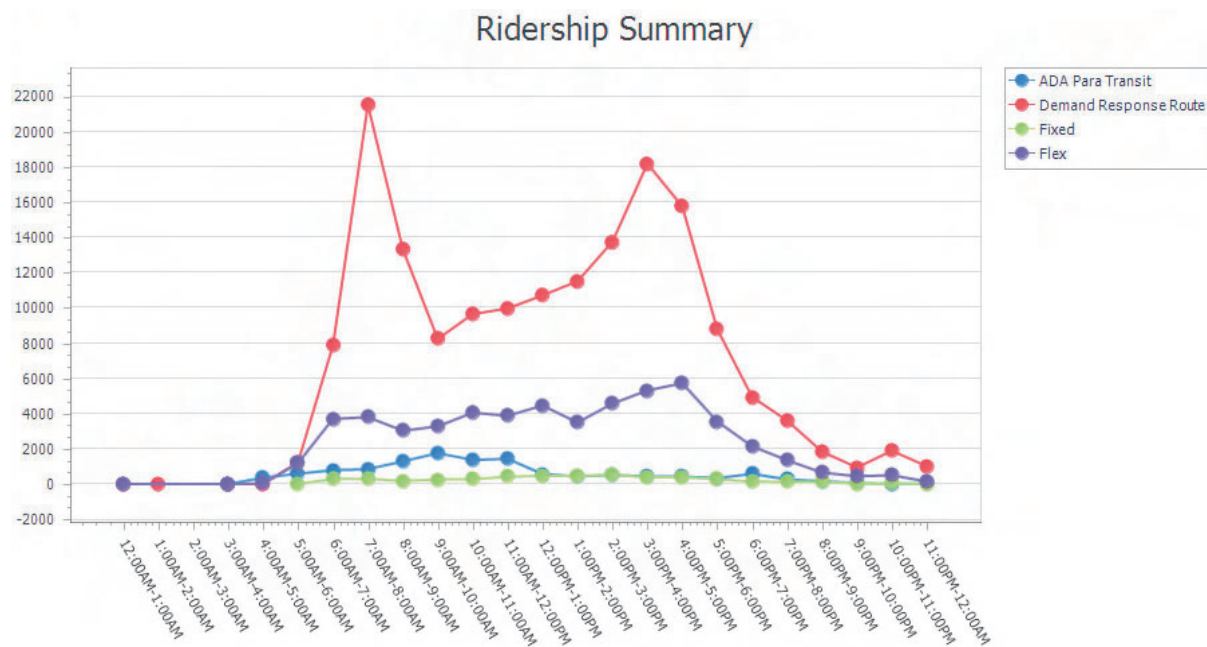
Transportation Ridership

Ridership History					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Passenger Trips	182,632	191,196	194,531	204,472	236,972
Service Hours	80,435	77,921	76,585	75,942	81,300
Miles	1,806,134	1,762,112	1,707,798	1,681,077	1,711,465

Agency Breakdown - FY 2019					
	MITW	Langlade Co.	Shawano Co.	LDF	City Cab
Passenger Trips	113,909	46,440	14,361	37,695	24,567
Service Hours	44,912	12,107	4,688	10,390	9,203
Miles	1,104,337	192,605	127,153	183,381	103,989

Phone Calls Handled by Location - FY 2019			
MITW	Langlade Co.	LDF	City Cab
110,186	24,608	35,081	13,979





Transportation Completed Work Orders By Type of Customer

Customer Name	Work Orders Complete
Department of Transit Services	882
Langlade County	48
Lac Du Flambeau	42
Shawano City Cab	97
Shawano County	75
General Services Administration	373
Outside Departments	289
TOTAL WORK ORDERS	1806

Transportation Fleet By Agency and Type of Vehicle

Agency	Van	Bus
Department of Transit Services	21	48
Langlade County	2	2
Lac Du Flambeau		5
City Cab - Shawano	6	
Shawano Co.		7
TOTAL FLEET	91	

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs		\$ 368,555	\$ 402,246	\$ 2,411,841	\$ 192,736	\$ 3,375,378
Fringe Benefits		99,029	143,637	737,504	22,215	\$ 1,002,385
Travel		-	-	7,360	-	\$ 7,360
Training		80	-	3,355	-	\$ 3,435
Equipment		-	-	-	-	\$ -
Supplies		10,817	4,178	24,734	3,098	\$ 42,826
Contractual		17,656	3,568	39,959	170	\$ 61,354
Utilities		7,408	12,812	56,703	2,674	\$ 79,597
Space Lease/Rental		-	-	2,700	2,250	\$ 4,950
Indirect Costs		-	88,251	493,051	35,230	\$ 616,532
Other Costs: (list below)						\$ -
License & Permits		1,001	1,444	2,856		\$ 5,300
Minor Equipment		6,637	-	1,635		\$ 8,272
Vehicle Fuel		24,312	63,770	291,628	18,297	\$ 398,007
Advertising		370	-	1,935		\$ 2,305
Vehicle lease		202,898	-	-		\$ 202,898
Claims		885	-	-		\$ 885
Liability Insurance		99,199	-	61,668		\$ 160,867
Property Insurance		-	-	4,842		\$ 4,842
Building Maintenance		10,773	13,655	15,376		\$ 39,803
Equipment Maintenance		8,217	17,227	10,463		\$ 35,907
Vehicle Costs		21,205	32,088	185,530	34,139	\$ 272,962
Interest Expense		6,383	-	-		\$ 6,383
Other IDC 358 Oper. Asst.						\$ -
Cash Match 4752		1,320,277				\$ 1,320,277
Cash Match 4751		215,037				\$ 215,037
						\$ -
Totals ►	\$ -	\$ 2,420,736	\$ 782,876	\$ 4,353,140	\$ 310,809	\$ 7,867,561
Fund/Totals Ratio:	N/A	N/A	9.95%	55.33%	3.95%	
PROGRAM INCOME/REVENUE		FY2018 Fund Balance	FY2019 Amounts			
			Generated	Expended	Balance	
Transit Contracts		\$ (131,842)	\$ 1,201,081	\$ 1,201,081		
Bus Fares 4751/4752			151,789	151,789		
Rental Income			19,442	19,442		
Other Income			2,287	2,287		
Headstart/Tribal School Contracts			694,175	694,175		
Work Orders			179,431	179,431		
Charter Services			37,509	37,509		
Totals		\$ (131,842)	\$ 2,285,714	\$ 2,285,714		

Tribal Detention Center

Jerrit O'Kimosh, Jail Administrator

The Menominee Detention Facility is a 54 bed Facility that opened in 1984. The Detention Facility currently employs a staff of eighteen (18) employees. A fully staffed department includes: one (1) Administrator, one (1) Compliance Officer, one (1) Training and Resource Officer, one (1) Program Coordinator, four (4) Corporals, eleven (12) Correctional Officers and one (1) cook.

Population of the Facility is always a concern. In FY2014 our daily average population was fifty-four (54) inmates, FY 2015 had a daily average population of forty (40) inmates, FY2016 had a daily average population of twenty-eight (28) inmates, FY2017 had a daily average population of thirty-four (34) inmates, FY2018 had a daily average population of 44 inmates, and FY2019 had a daily average population of 49.5 inmates. We did see a slight rise in the daily population from FY2018, but the population remains lower than it was only a few short years ago.

Recidivism continues to be a major problem for not only the Menominee Community, but the Menominee Detention Facility as well. In FY2109, two hundred six (206) individuals accounted for five hundred fifty (550) arrests. This indicates that twenty-one (21%) percent of the individuals arrested made up fifty-six (55%) percent of our overall arrest numbers. This number is not acceptable and a major reason we are striving so hard for culturally specific programming.

Alcohol and Drug use or abuse is also a concern for the community and a driving force in the programming that is offered in the Menominee Detention Facility. In FY2019 we had one thousand three (1003) individual arrested and brought into the facility. Of those one thousand three (1003) individuals, four hundred eighty-five (485) were under the influence of a mind-altering substance. That is forty-four point eight (48%) percent of all individuals that entered the facility.

The Menominee Detention Facility, with the assistance and collaboration of many Tribal entities, provides services for the inmates that include GED, Vocational Rehabilitation, Menominee History and Storytelling, Menominee Language, Positive Indian Parenting, Menominee Culture, Batterer's Intervention Program, AODA Education, Moral Recognition Therapy (MRT), and Mental Health Counseling. We also provide a strict guideline of rules and regulations for the inmates to teach and reinforce accountability.

The Programming Staff at the Menominee Detention Facility has been having success assisting the individuals after their release from the facility. The staff has been outreaching to released individuals and assisting them in getting involved in programs that the Menominee Tribe has to offer. We have been having great success with individuals being engaged after their release and we have had individuals overcoming major barriers and obstacles that have hindered them in the past. The Programming Staff has built great relationships and will continue to assist individuals and families in an attempt to overcome their challenges.

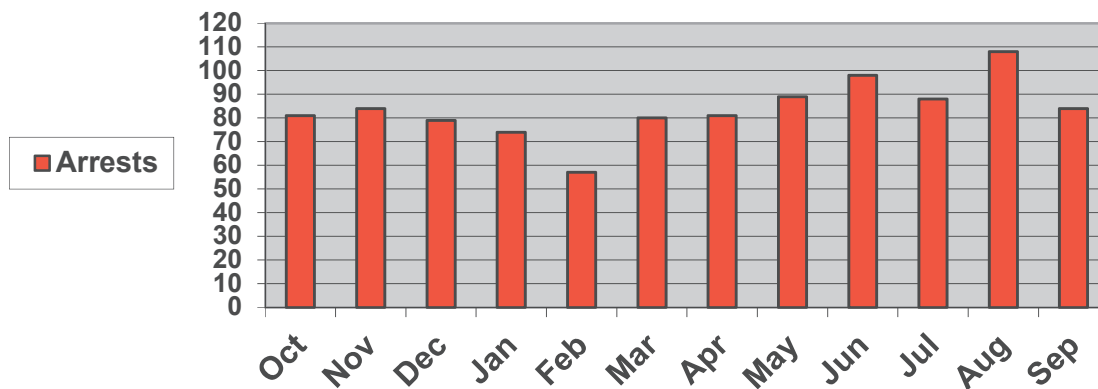
The Menominee Detention Facility employees have taken a proactive approach in helping the community. We have employees that have taken roles as area sports coaches (Football and Boxing) in an effort to have a positive impact on our youth. The Menominee Detention Facility Staff participates in the Menominee Culture Camps and Family Camps planning processes and has attended the camps. We have also been involved in proactive planning processes for assisting individual in collaboration with Menikanaehkem in planning and helping with the Tiny Home Program. We at the Menominee Detention facility believe that it is important to not only serve the inmates in our facility, but also strive to make positive impacts on the youth and community as a form of positive prevention.

In FY2019, Menominee Detention Facility Staff had taken it upon themselves to donate money to adopt families in need for the Christmas Season. The staff again did an amazing job, ended up adopting six (6) families in need, and provided gifts for the seventeen (17) individuals that were a part of those families. The planning is going on now to continue these efforts, and again adopt families in need for the holiday season.

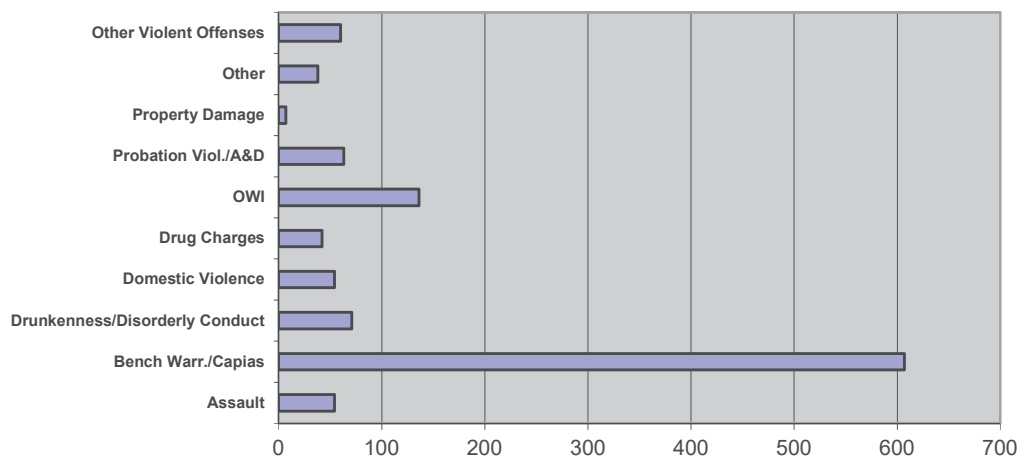
The Menominee Tribal Detention Facility will continuously strive to provide a facility founded in the Menominee Culture that embraces a trauma-informed care approach. Our staff will continue to work to learn new ways to minimize triggers, stabilize offenders, reduce critical incidents, de-escalate situations, and avoid measures that may repeat aspects of past abuse. This approach not only enhances effective behavior management but also creates a safer facility.

The following graph (listed below) illustrates the total number of arrests for each month of fiscal year 2019.

Arrests by Month - FY2019



Arrests by Type - FY 2019



The aforementioned graph (shown above) illustrates the total number of arrests for fiscal year 2019 differentiated by individual crime types. This graph lists all major crime types to the left to help illustrate appropriate differences.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	CTAS	TOTALS
Personnel Costs	\$ 481,428	\$ -	\$ 311,742	\$ -	\$ 87,553	\$ 880,723
Fringe Benefits	189,398		88,094		20,081	\$ 297,573
Travel	-		-			\$ -
Training	-		-		8,652	\$ 8,652
Equipment			-		7,993	\$ 7,993
Supplies	7,756		929		4,831	\$ 13,516
Contractual	2,262		-			\$ 2,262
Utilities	775		368			\$ 1,143
Space Lease/Rental						\$ -
Indirect Costs	83,429		59,920		14,392	\$ 157,741
Other Costs: (list below)						\$ -
Food Supplies	59,871		22,236			\$ 82,107
License & Permit	39		437			\$ 476
Equipment Maintenance	21					\$ 21
Direct Contract Support			50,110			\$ 50,110
Mileage					917	\$ 917
Program Activities					785	\$ 785
Totals ►	\$ 824,979	\$ -	\$ 533,836	\$ -	\$ 145,204	\$ 1,504,019
Fund/Totals Ratio:	54.85%	0.00%	35.49%	N/A	9.65%	

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
Inmate Canteen	\$ -	\$ 7,140	\$ -	\$ 7,140
Huber Room & Board		4,859		4,859
Global Tel Link		1,385		1,385
Totals		\$ 13,384		\$ 13,384

Tribal School

Lori Corn, Principal/Administrator

MTS is a Bureau of Indian Education School Servicing K-8 students. MTS is accredited through the North Central Association Commission on Accreditation and School Improvement AdvancED (NCA CASI NWAC SACS). AdvancED recognized MTS for creating a world of opportunities for every learner. MTS is accredited through 2023. Our Vision; Menominee Tribal School guides students and families to nurture lifelong learning, driven by Menominee Language and Culture to embrace their responsibility to themselves, their communities and the Menominee Nation. Our Mission: The Menominee Tribal School is a family and community based K-8 Bureau of Indian Education School. The school integrates academics with Menominee Language and Culture through the teachings of the Seven Grandfathers, to promote academic and behavioral success. MTS offers a Bear Trails Afterschool Program four nights per week. Students can receive academic support and enrichment classes such as Tutoring, Hoop Dancing, Singing & Drumming, Regalia Making, Beading, Science Club, Art Club, Math Game Club and Book Club. Athletic programming starts as early as third grade for Cross Country. For grades 4 to 8 Flag Football, Tackle Football, Volleyball, Basketball, Softball, Golf and Track is offered.

Funding- The Bureau of Indian Education (BIE) provides Indian School Equalization Program (ISEP) funding for MTS students who are either enrolled in a federally recognized tribe or have a combination of ¼ blood degree from a combination of blood quantum for federally-recognized tribes. Other funding sources of the BIE funds include Tribal Grant Support, Transportation, Part B/IDEA (Special Education), Reading Enhancement, Title IIA Teacher Quality, Title I Language Arts, Facilities & Operation, Maintenance & Operations, and Tribal Educational Development. Other funding sources outside the BIE include Title VII Indian Education, Wisconsin Department of Public Instruction Food Program monies, tribal funds, and various grant dollars.

Customers and clients – how are you helping tribal members and positively impacting lives?

MTS is implementing a rigorous place based curriculum, which integrates the Menominee community, traditions, culture, language, and academic instruction. This includes a weekly field day component where all K-5 Menominee Language students use the outdoors for their classroom. Our Place Based Lesson for Anamaehkatwan-Kesoq (January) is an ice Fishing Family day. This event promoted Menominee Language, Science, Physical Fitness, Mathematics and quality family time. Community agencies participated in this event. It is a great way for community agencies to connect with families and distribute information on services their departments offer.

Changes in service delivery in order to respond to the effects of trauma in our community?

MTS holds monthly family nights. Each family night offers a parent component which promotes traditional family activities, while offering support through Menominee Language and Culture to assist our families with school readiness.

Improvements you've made during the past year to make access to services easier for Tribal members.

MTS has opened its doors to the Early Childhood Center to provide an Early Childhood Component addition to MTS. MTS will now increase its educational services to include birth to Eight Grade.

New programming you are considering to expand services.

MTS and MTC Optometry Department are working together to create an optometry office on-site at MTS. This addition was grant funded. The Optometry Office will allow community members on-site service in the Neopit area.

Participation in Community Engagement efforts aimed at improving community health.

The MTS Student Services Team will be attending all Community Engagement Meetings. This allows MTS to directly speak to community service providers for direct support for any student or families.

How you are using the goal and objectives from the strategic plan to improve service delivery. MTS has made building relationships with other Tribal entities a first step in the problem solving process. Working in partnership with other Tribal entities generates discussion, brain storming and possible solutions which allow school efforts to better serve the educational and family needs of the community.

How you have responded to resolve concerns or complaints received from Tribal members.

MTS follows a complaint policy created by our school improvement team, community stakeholders of parents, grandparents and MTS Board Members to guide toward finding a resolution. The complaint policy is located in the Student-Parent Handbook.

Notable statistic or other data you to share with the general membership. MTS welcomed 44 new students to Tribal School for School Year 2019-2020!

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs			\$1,931,728	\$49,546		\$ 1,981,274
Fringe Benefits			\$747,319	\$8,297		\$755,616
Travel			\$3,409			\$3,409
Training			\$43,122			\$43,122
Equipment			\$8,248	\$82,073		\$90,321
Supplies			\$177,501	\$7,936		\$185,437
Contractual			\$89,673			\$89,673
Utilities			\$237			\$237
Indirect Costs	\$21,820		\$448,896			\$470,716
Other Costs: (list below)						
Equipment Lease			\$12,071			\$12,071
Food				\$102,895		\$102,895
Transportation			\$364,442			\$364,442
Phone/cable			\$10,579			\$10,579
Program Activities			\$27,090			\$27,090
Vehicle Costs			\$4,338			\$4,338
Dues and Memberships			\$20,627			\$20,627
Insurance/Property/Liability			\$10,010			\$10,010

Building Maintenance			\$39,935			\$39,935
Totals ►	\$21,820		\$3,939,225	\$250,747		\$4,211,792
Fund/Totals Ratio:	0.52%	0.00%	93.53%	5.95%	N/A	

Tribal/County Veteran's Service Office

Bruce Wilber Jr., T/CVS Officer

Our office is staffed by two employees. Bruce Wilber Jr. continues to maintain accreditation with the Wisconsin Department of Veteran Affairs (WDVA), the American Legion (AL), and Veterans of Foreign Wars (VFW). We respectfully provide assistance to all Menominee Tribal Veterans and their families in regards to Federal, State and Local Benefits. This office also provides hours for one Senior Citizen worker. These hours are paid through Curative Connections in Green Bay.

During this past year we have filed compensation claims for veterans with the Veterans Administration. Along with that application claims were filed for Dependent and Indemnity and compensation for spouses of deceased veterans. We also file applications for burial benefits and grave markers for veterans. Combat veterans are encouraged to get screening with Maehnowesekiyah's Dr. Will for Post-Traumatic Stress Disorder or Traumatic Brain Injury to help claims for compensation can be made for that diagnosis. This has been successful for some cases that we filed.

Some of the compensation claims resulted in back pay checks for the veterans involved. This has been a great relief for them as debts occurred while waiting for their award letter.

This office also assists in organizing color guards for veteran funerals and community events. Community events such as Veteran's Day and Memorial Day ceremonies have been organized by this office.

This office was successful in bringing the Wisconsin County Veterans Service Officer Association (WiCVSOA) Conference to the Menominee Convention Center. This will bring in more than 100 people to the hotel and casino for 5 days. Arrangements are being made for site seeing tours and activities during the conference. Attendance at this conference, both in spring and fall keeps CVSOs and TVSOs in compliance with CEUs for continued accreditation of the organizations listed above.

I was also involved in organizing the Tribal Veterans Service Officers. We meet quarterly and we are recognized as equal by the State of Wisconsin Department of Veterans Affairs and the WiCVSOA. TVSOs are eligible for office in the WiCVSOA and attend the conference. I was elected Sgt. at Arms in the Association. I have also been elected to the Executive Board of the WiCVSOA as TVSO representative.

This office has not been a part of the programs the Tribe provides to its departments. I am open to invitation and be a part of these programs.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs						\$ 15,384
Fringe Benefits						\$1,326
Travel/mileage						\$272
Training						\$519
Software maintenance/licenses						

Supplies						\$3,256
Contractual						\$3,845
Utilities						\$355
Meeting Wages						\$271
Heating and Fuel						\$339
Buildings						\$451
Telephone and internet						\$1
Insurance on Buildings						\$123
Public Liability						\$71
Workers Compensation						\$126
Other Grants, Contributions and indemnities						\$440
Health Insurance						\$1,959
Retirement						\$690
Totals ►						\$29,428
Fund/Totals Ratio:	N/A	N/A	N/A	N/A	N/A	

University of Wisconsin Cooperative Extension (UWEX)

Nancy Crevier, Area Extension Director

University of Wisconsin-Madison Division of Extension Menominee County/Nation

N172 Hwy 47/55 Keshena WI 54135 Website: <https://menominee.extension.wisc.edu/>
Nancy Crevier, Area Extension Director, Email: nancy.crevier@wisc.edu

Extension Menominee County/Nation is located at the Community Technology Center on the campus of the College of Menominee Nation and brings the resources and educational programs of the University of Wisconsin –Madison to Menominee County/Nation communities to strengthen, enrich, and build capacity in local individuals, families, and agencies. Extension is able to provide these services through unique partnerships with Menominee County, the Menominee Indian Tribe, the College of Menominee Nation, and area agencies and stakeholders. For over twenty years Extension has been providing educational programming and collaboration to Menominee County/Nation residents.

Community Extension Educator—Jennifer K. Gauthier 715-799-6226 Ext 5713, Email: jennifer.gauthier@wisc.edu

Community Development is a program area within Extension that provides Wisconsin citizens access to University research and knowledge as part of the Wisconsin Idea. Programming is mindful of Community Engagement efforts where an asset based approach to wellness is prioritized. This educator coordinates and collaborates with tribal and community partners to integrate local expertise and maximize resources. In keeping with the Division of Extension's values, community access to programming is inclusive and open to all residents in Menominee County/Nation and outreach efforts rely on print, electronic communication, and social media.

Indigenous knowledge is a key component to addressing the impacts of historical trauma and this educator is dedicated to implementing strengths-based programming that integrates language and culture. Programming focused on food sovereignty, active communities, policy development, and strategic planning and related organizational development. Work in these areas is on-going and a few may be multi-year projects. This annual report will provide highlights of program successes and is not reflective

of all programming offered by this Community Extension Educator. For information on other work, please do not hesitate to contact Jennifer K. Gauthier.

Strategic Planning: This educator worked with the Menominee Indian School Board facilitating strategic planning elements. The board's goal was to develop a meaningful mission statement that reflected the work of the district. To date, this educator worked with the board on conducting a stakeholder analysis and assessment of board responsibilities to each entity. This work resulted in robust discussions where nine internal stakeholders and twenty-three external stakeholders were identified. Future work includes the creation of a mission statement. Strategic planning work is adapted from Extension developed strategic planning resources that integrate the work of John Bryson.

Food Sovereignty: Food sovereignty work continues to grow and become more complex. In this past year, this educator completed two community assessments to help inform Extension's work as well as the work for any program/department involved with food sovereignty. The two assessments include a food sovereignty assessment and a community gardening survey. A direct result of the community gardening survey is increased participation in the spring garden workshops. Workshops were designed based on community need and over the course of the 6 week program, there were over a hundred participants. Other progress made with food sovereignty work is the transformation of the annual seed and plant distribution. In collaboration with the College of Menominee Nation's Department of Continuing Education (CMN) and UW-Madison, we researched heritage and Indigenous seeds for community distribution. It was hoped this work would 1.) Connect to community to Indigenous foods, 2.) Allow Menominee gardeners the opportunity to save seeds, and 3.) Begin building a local seed bank so seeds would no longer need to be purchased for distribution. Related to this is the ¼ acre garden, which is another collaborative project with the CMN, and we grew vegetables and saved seeds for the seed bank. Lastly, this educator was part of a local team that designed and hosted an Inter-tribal Farming 101 workshop. Participants from most of the eleven Tribes attended and shared programs, Indigenous knowledge, and most importantly, their stories. This was an incredibly successful event and plans are being made to host this event again in the upcoming year.

Kemānceqtaq Center for Disease Control: New programming this year is directly related to the recently awarded Center for Disease Control grant. In the first year of the grant, this educator completed walking assessments with youth and community partners of recreation areas in Neopit and Keshena, completed an Active Communities assessment with local stakeholders, and conducted a simple policy assessment with community partners to assess local food values. A major focus of this work is the integration of Indigenous community design elements to build community places of knowing that are reflective of Menominee values. Future work includes community engagement events, training for grant partners in Indigenous design elements, walking assessments to food sites, and building strategies based on findings from the active communities assessments.

Health and Well-Being Extension Educator—Dawn Doperalski
715-799-6226 Ext: 5714, Email: dawn.doperalski@wisc.edu

The Extension Institute of Health & Well-Being works to catalyze positive change in Wisconsin families through evidence-based programs focused on nutrition, food security and safety, chronic disease prevention, mental health promotion, prevention of substance abuse and health insurance literacy. Rooted in both urban and rural communities, we're working together to help solve the state's most pressing well-being needs and to ensure that all Wisconsinites live stronger, healthier lives. The Extension Institute of Human Development & Relationships provides the tools Wisconsinites need to thrive as well-rounded, capable individuals and families. We support families in caring for each other in ways that promote growth and understanding. Our programs promote aging-friendly communities, coach effective parents and help families put technology, mindfulness and financial awareness to use.

The Health & Well-Being Educator partners with many local agencies to bring programming to the community. In Menominee County/Nation, this Educator works with the College of Menominee Nation Department of Continuing Education, the Community Resource Center, the Menominee Tribal Clinic, Tribal Education Department, Tribal Agriculture Department, Menominee Language and Culture, Tribal

Aging and Long Term Care Department, the S. Verna Fowler Academic Library/Menominee Public Library, the Community Engagement Group, and the Menominee Wellness Initiative. These partnerships strengthen the programming of the Health & Well-Being Educator and also provide a venue for offering a variety of programs – from health education to parenting to basic budgeting.

Financial and Job Readiness classes were offered in a variety of settings. This educator provided financial education in the Special Education class at the Menominee Indian High School. She also provided a series at the Community Resource Center that included Job Searching & Filling out Applications, Resumes and Cover Letters, and Interviews and Interview Follow-Up. Money Smart Week events were covered, including a Family Book Club Night with the Youth Service Librarian and a Money Smart Week Maker Monday that gave parents information about talking with their kids about money and about allowances. This educator offered “Are You Ready? The College Transition” workshops to the Menominee Language Trainees, which covered academic, financial, and health considerations for students entering college.

The Health & Well-Being Educator partnered with the Youth Services Librarian on the Tasty Tuesday program. The program combines reading, fun, family activities, and nutrition lessons. Each session ends with making a healthy snack that they can try to make for themselves at home. This past year, heart healthy pancakes, strawberry smoothies, maple syrup popcorn balls, flower salad, strawberry dips, strawberry aliens, blizzard blueberries, apple nachos, and a healthy candy corn parfait were focused on. There were 70 participants in the 9 sessions that she was involved in.

The Health & Well-Being Educator started a Strong Women Program – a strength training program for women 55 and older. She worked with the clinic several years ago to provide dumbbells, ankle weights and yoga mats to participants. She also worked with the Tribe’s Aging and Long Term Care Department to offer free transportation for elders and for additional equipment this last year. There is no fee for the class. 8 women attended the winter Keshena class, 2 in the South Branch summer/fall class and 10 women were in the Keshena summer/fall class. 100% of participants who completed an end-of program evaluation were “very satisfied” with the class. 60% strongly agree and 40% somewhat agree that “my health is better”, “I have become more active”, “I have more energy”, “My balance has improved”, and “I sleep better”.

This Educator has been very active in the Community Engagement effort. She served as the chairperson of the “School Readiness” Workgroup, as a member of the “Teen Pregnancy” workgroup, as a member of the South Branch Community workgroup, as a member of the Outdoor Kitchen/Tiny Home workgroup for Menikanaehkem, and a current member of the “Childhood Obesity” Workgroup. She reported out on the progress of the CYFAR grant at each meeting. She has been an active member of the Menominee Wellness Initiative since the beginning and has been involved in a variety of the activities that they have planned. She has been through the Menominee Nation Protective Factors Training to ensure that ACE’s and the impact of trauma on families is considered in program planning.

Other Health related programming includes partnering with the Education Department and WI Health Literacy on two “Let’s Talk About Pain Medicines” workshops. She created displays on healthy eating for Bowler Middle School students and on Strong Women and canning and preserving at the Seed Distribution event. This educator is a member of the Menominee and Shawano Counties Community Health Assessment Team that is working on the Community Health Assessment document and how that information will be shared with the community, as well as possible work group development in the future.

The Health & Well-Being Educator wrapped up her work with the 4-H Youth Development Educator on the CYFAR (Children, Youth and Families At-Risk) Grant in May. This grant was a 5 year grant through USDA’s NIFA (National Institute of Food and Agriculture). The grant was used to start the Nicianak 4-Health program. The overall goal of the grant was to improve the health and well-being of participants and, in the long run, the health of the community through the creation of 4-H clubs. Each club meeting has a nutrition mini-lesson, physical activity breaks, Menominee language and culture, and a group activity. From January through May, the Educator had 89 educational contacts with the Keshena 4-H Club, 50 educational contacts with the Neopit 4-H Club, 74 contacts with other countywide 4-H special

events, support for the 4-H Leaders' Council, and help in planning the 4-H Banquet. She held a nutrition lesson at one of the 4-H Summer Day Camps and made nutritious snacks that focused on strawberries.

As the CYFAR grant sun-setted, this Educator began work on another grant – Kemāmaceqtaq (“We’re All Moving”) - this one a 5 year grant through the Center for Disease Control. The strategy that this educator is working on is to collaborate with partners to improve the food system and increase access to healthier food through the creation of a food system that connects local growers to markets, address food procurement methods to maximize purchasing power, and identify and incorporate local and indigenous foods into the food system. Steps taken to date include in the area of food procurement meetings with the Procurement Department, Head Start & Day Care, and Department of Aging and Long Term Care, becoming a member of the “Nutritional Advisory Committee” for the County/Tribe, and meetings with Kelly Maynard and Vanessa Herald with UW-Madison – Farm to Institution. Through these discussions, a “Menominee Harvest of the Month” program is starting to be developed. She has worked to create a “Processing and Preserving Network” to facilitate peer-to-peer learning opportunities between tribes and within the inter-tribal network. Two Zoom meetings were held - an introductory one and a Fall Harvest focusing on the harvesting, processing and preserving of apples. A partnership with Jamie Betters of the Oneida Cannery to provide food processing and preserving information has been established. There has been representatives from Menominee, Oneida, Red Cliff, and Lac du Flambeau on the trainings. This educator has started background work on developing a community kitchen, developed and facilitated a community mapping process, and has started to coordinate the Menominee Wellness Initiative through this CDC grant as well.

4-H Youth Development Educator – Sofie Teller
715-799-6226 Ext 3234, Email: sofie.teller@wisc.edu

Overview: The Keshena and Neopit Menominee 4-H clubs are family based and adult volunteerism is mandatory. The program focuses on the Four Essential Elements of Positive Youth Development. This uniquely integrates cultural teachings that focus around the Circle of Courage model based on Generosity, Belonging, Independence, and Mastery. Many activities are planned integrating culturally responsive programming and teaching with an understanding of historical trauma experienced by Native Americans. Youth and families provide leadership in fundraising opportunities and have been actively engaged in planning events for the clubs. Under the guidance of the 4-H Youth Development Educator, the clubs now have an established 4-H Leader Council comprised of adult leaders who make decisions for the two clubs.

Success Stories: There have been notable signs of club ownership amongst youth and families in 4-H. Attendance and participation are key factors in assessing the appreciation our community and club members have for this program. For example, there was over 70 participants at our annual kick-off events that showcased 4-H activities and projects. These activities were led by community organizations and parents. The willingness from departments and adult leaders increased from last year. Leaders were volunteering to set up an activity table at this year’s event. 4-H has successfully opened their own bank account for all fundraising profits and donations. This year marks the second year of our Menominee 4-H Leader Council. This council holds authority to make decisions on activities and expenditures. We held open nominations for leader council officers and received a total of nine nominations. Voting occurred in October 2019 and positions will begin in November 2019. They will serve 1-year as a council member. There also has been an activity calendar created for October 2019 – September 2020 which is a charter requirement for Wisconsin 4-H with reoccurring annual events such as Christmas caroling, family bowling, community service events, the Memorial Day parade float, fundraisers and summer day camps. These annual events have been something our club members help to plan and look forward to each year.

Changes: In May 2019, the 4-H program grant CYFAR Children Youth and Families at Risk grant ended. Without grant funding the club decided to establish fundraising opportunities on their own at several local community events. This year, the Menominee 4-H Leader Council has elected officers to make decisions and are at the final steps of becoming a chartered organization through Wisconsin State 4-H. Funds raised thus far are now in a bank account following state regulatory guidelines for 4-H clubs. This process is new to the 4-H clubs and leaders are taking on responsibility while learning more about policy as they go.

Participation: Menominee 4-H documents and tracks participation records at all club events. This is helpful in determining our leader and club awards for our annual 4-H awards banquet. We also use this data when planning special events and trips. In 2019, our participation includes 528 youth and adults who have attended a 4-H club project, meeting or event. We offered a few summer programs such as summer day camp, regalia making and golf. We also met twice a month in the spring and fall for both Keshena and Neopit. We had our first cake decorating project in the spring of 2019 that met for 16 weeks with 14 youth and adult participants. The project ended with a cake auction and decorating contest held at the Menominee Casino Resort.

Menominee County/Nation and Shawano County FoodWise Coordinator - Lori Schuettpelz
715-799-6226 Ext: 5715, Email: lori.schuettpelz@wisc.edu

FoodWise is federally funded by the Supplemental Nutrition Assistance Program Education (SNAP-Ed) serving Wisconsin residents with limited incomes. FoodWise employs a combination of evidence-based educational strategies, accompanied by environmental supports, designed to facilitate voluntary adoption of healthy food choices and active lifestyles. Our goals are to empower people with limited financial resources to choose healthful diets and become more food secure by spending dollars wisely, expose children to new fruits and vegetables explaining why they are important to eat, teach parents how to plan and prepare healthy meals, and support the communities in making the healthy choice the easy choice where people live, learn, work and play. We focus on the messages of MyPlate while also using My Native Food Circle and pointing out the traditional foods of the Menominee Culture.

Serving Menominee County/ Nation we have been successful in building relationships with partners and participants through direct education. We take our teaching out into the community, meeting people where they gather such as the WIC clinics, mealsites, schools and food pantries. Partnering with Food Distribution's Cooking and Nutrition Class has allowed participants to use the commodity foods in different recipes to stretch their resources. While there, we also acknowledge obstacles people face to making the healthy choice the easy choice so we work with community partners on changes to overcome such obstacles. Our goals for the future include working on higher complex issues that fall within Policy, Systems and Environment (PSE) work so it is easier for people to take action on what they learn to practice a healthier lifestyle. During this past year, FoodWise participated in the Community Seed Blessing and Plant Distribution Event which provided seeds making it easier for those to garden and have more fresh vegetables available. We also focused on making choices healthier with what is available by adding vegetables or beans to soups and casseroles, mixing whole grain with enriched grains and including fruit with breakfast.

Our goals for the coming year will include having a full staff of one coordinator and at least one educator to improve service to the community by reaching more participants and fulfilling partnership agreements. We will continue to learn more about the impacts of historical trauma recognizing the effects to the people through shared learning of the Menominee Culture around food in traditional and modern customs. We are looking forward to putting more efforts into the PSE work by participating in Community Engagement., CDC grant, Dept. of Ag and developing more partnership relations so that everyone is working towards the same goal of a healthy community. Because of the lack of staff this past year, it has been difficult in fulfilling direct educational agreements. We are very close to filling the educator position in hopes to provide series of lessons in school and after school programming to our partners. We can only build and grow from our current stage. Our biggest partners for 2018 included but are not limited to:

Tribal Summer School Program – honored to be requested for a lesson during the Summer School session to talk about having fun with food by exploring it with your five senses and create art before eating it. (62 participants)

St. Michaels Food Pantry is visited each month with a money saving and healthy eating topic such as eating whole grains, creative meals with pantry foods, drinking water instead of sugar

sweetened beverages, recipes to use slow moving pantry foods, benefits of eating beans and ways to eat more fruits and veggies. 36 contacts (some duplicated participants)

Tribal WIC Clinic is a partner to share nutrition and money saving tips for families with young children. We help parents stretch food dollars through meal planning tips, recipes using low cost healthy foods, and using food resources. FoodWise offers evidence based educational resources and tips to parents who struggle with children being choosy eaters, ways to expose new foods, and division of responsibilities when it comes to mealtimes. 32 contacts (some duplicated participants)

Elders Lunch and Learn Mealsite at South Branch Community Center offers evidence based learning focused on older adult nutritional needs and ways to be physically active in a casual setting. Some topics have included drinking water instead of sugar sweetened veggies, benefits of specific fruits and veggies, eating whole grains, cooking with a slow cooker, using fresh produce and gardening, ways to be physically active during the winter and food safety topics. 32 contacts (some duplicated participants)

Food Distribution Cooking and Nutrition Education Class is a partnership to provide nutrition education about healthy choices and then to apply that food or idea into making a recipe. The participants get hands-on involvement in the process of making it and trying the result in a comfortable learning environment. 23 contacts (some duplicated participants)

***As of July 1, 2019, UW-Extension is now part of the University of Wisconsin-Madison, as the Division of Extension. UW-Madison is now our campus home. Please note, all of our email addresses have changed as a result.*

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	County	TOTALS
Personnel Costs						
Fringe Benefits						
Travel	\$2,000				\$300	\$2,300
Training	\$1,200					\$1,200
Equipment						
Supplies	\$4,614				\$3,706	\$8,320
Contractual	\$1,156				\$66,522	\$67,678
Other Costs: (list below)						
Professional Services					\$1,000	\$1,000
Printing	\$1,400				\$1,600	\$3,000
Liability Insurance	\$422					\$422
Totals ►	\$10,792				\$73,128	\$83,920
Fund/Totals Ratio:	12.86%	0.00%	N/A	N/A	87.14%	

Youth Services

Michael Waupoose, Director

DESCRIPTION OF THE DEPARTMENT: The Youth Services Department (YSD) offices are located at the Menominee Recreation Center. The YSD consisted of 13 employees: Recreation Manager, Administrative Assistant, Youth Recreation Monitor, On-call Youth Recreation Monitor, Adolescent Health Educator, Youth Advocate, Native Connections Coordinator, Youth Prevention Worker, Restorative Justice Coordinator, Youth Prevention Coordinator, two J.O.M. Youth Outreach Workers, and Director of Youth Services. Additionally, YSD is also a member of the Netaenowemakenak “All of my Relatives” Coalition. The Youth Services Department strives to help strengthen youth and families by providing support by providing prevention & awareness activities & events. To accomplish this, all departmental & collaborative activities & events are healthy, safe, & AODA free. This allows for youth and parents to engage in activities together that promote a safe and healthy atmosphere so that families can strengthen their relationships with each other as well as themselves.

FY2019 Program Areas

- (1): Build Healthy Individuals & Families – Stabilize and Reunify Families
- (2): Reduce Instances of Juvenile Delinquency – Increase Youth/Family Knowledge
- (3): Continue Collaboration, Partnerships/Sponsorships, Meetings, ect.

FY2019 Strategic Plan Areas

- (1): Increase and Improve Culture and Educational Awareness
- (2): Form Partnerships with Community Educational Institutions
- (3): Promote and Ensure Community and Individual Responsibility

DEPARTMENT HIGHLIGHTS: During fiscal year 2019, the following is a list of 8 largest events and activities provided by YSD: 3 Summer Block Parties (Keshena, Neopit, South Branch), Family Pumpkin Carving contest, Haunted Hayride, Toys for Tots Toy distribution, Chem-Free Post Prom Party, JOM Sr. High School banquet and Coats for Kids coat drive. Attendance at these events alone was over combined total attendance at these events alone was over 1,200 community members. The Johnson O’Malley Program again provided Coats for Kids drive with donations and the annual Sr. High School banquet. The Johnson O’Malley program completed a 6-week Career Opportunities, Readiness and Exploration (CORE) to provide the Summer Work Program to youth. The Youth Services Department also continued to provide family movie nights at Zoar & South Branch community centers. Attendance at the movie nights ranged anywhere from 10 – 30 people. YSD collaborated with the Menominee Indian School District & the Menominee Tribal School to provide prevention programming throughout the school year. Additionally, YSD also collaborated with fellow MITW Departments, Menominee County, Menominee Tribal School, Menominee Indian School District, Woodland Boys & Girls Club, Menominee Tribal Clinic, Menominee Tribal Police Department and other local agencies. Activities such as the Easter Egg Hunt, Breakfast with Santa, National Night out against Crime, Youth CORE Program, Youth Awareness Day, Youth Olympics, and the Community trick-or-treat event all a success as well.

DESCRIPTION OF SERVICES PROVIDED BY THE DEPARTMENT: The Youth Services Department also provides the following programs (below are brief descriptions of each program): **Youth Alliance** Group is comprised of middle school & high school that are interested in sponsoring and volunteering at various community activities and events. Each member is expected to be a positive role model in the community and staying alcohol & drug free. Youth Alliance members also receive incentives for their hard work throughout the year, **C.H.O.I.C.E.S.**, **Adolescent Parent Self-Sufficiency**, and **Adolescent Pregnancy Prevention** programs focus on youth ages 10 & older to address puberty, hygiene, self-esteem, career goals, education to all youth regarding teen parenting pregnancy, and sex

education, **Alternative Routes Program** is for youth ages 11-17 and addresses underage drinking & curfew, **Advocacy Program** is for youth ages 11-19. This program is one-on-one and focuses on helping the youth overcome obstacles they are faced with (i.e. habitual truancy, school attendance, low grades, and family relationships), **Truancy Reduction Program** is a truancy program to help increase school attendance and academic performance for youth ages 11-17. Youth also address peer pressure and long-term & short-term goal setting, **Mentoring** for youth ages 4-17 to help give youth support, guidance, and to also engage them in positive and healthy activities, **Toys for Tots**. This initiative helps provide Menominee youth and families with toys during Christmas time. Money for the Toys for Tots Initiative is raised throughout the fiscal year. This includes private donations, fundraisers, and voluntary payroll deductions for MITW employees, **Boys Prevention Circle** is currently a general support group for boys in grades 6 - 9. Topics discussed are AODA, Long-term & Short-term goal planning and achievement, behavior, attendance, effort, responsibilities, post-secondary education, **Girls Prevention Circle** is currently a general support group for boys in grades 6-8. Topics discussed are AODA, Long-term & Short-term goal planning and achievement, behavior, attendance, effort, responsibilities, post-secondary education, **Summer Baseball** this includes little league (13 & younger), TCJ Baseball (ages 14-16), Menominee American Legion (ages 16-18). **Native American Life Skills** is a youth suicide prevention curriculum that was facilitated throughout the 2018-2019 school year to students in the 6th and 8th grades.

Category Description	FISCAL YEAR 2019 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	\$ 96,703		\$273,047	\$70,389		\$440,139
Fringe Benefits	21,762		81,297	40,107		\$143,166
Travel	1,617		2,648	1,239		\$5,504
Training				15,861		\$15,861
Supplies	10,158		9,098	2,196		\$21,452
Contractual	2,500					\$2,500
Utilities	1,076					\$1,076
Space Lease/Rental	4,567		19,708	5,521		\$29,796
Indirect Costs	20,491		5,246	18,293		\$44,030
Other Costs: (list below)			42,393			\$42,393
program activities	6,760		23,582	3,525		\$33,867
vehicle costs	2,680		1,820			\$4,500
supportive services			500	500		\$1,000
property insurance	220					\$220
direct assistance			5,330			\$5,330
phone	1,221					\$1,221

photocopies	20		1,480	400		\$1,900
participant incentives			1,000	1,300		\$2,300
advertising				8,221		\$8,221
Totals ►	\$169,775		\$467,149	\$167,552		\$ 804,476
Fund/Totals Ratio:	21.10%	0.00%	58.07%	20.83%	N/A	

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2019 Amounts		
		Generated	Expended	Balance
toys for tots		\$7,164	\$7,164	
Totals		\$7,164	\$7,164	

Woodland Boys and Girls Club

Ron Corn Sr., Director

Please accept this letter as the official annual report for the Woodland Boys & Girls Club (WBGC) for FY2019. WBGC is a non-profit 501(c)(3) organization funded in great part by a MITW Grant. WBGC provides youth services, programs, activities and events out of the club in Neopit. Our mission to enable all young people especially those who need us most to reach their full potential as productive, caring and responsible citizens. With the ongoing financial support of MITW and others the club had a great year and we are committed to improving in 2020. The Clubs sources of funding include but are not limited to; grants, foundations, individual gifts, corporate gifts and fundraising activities, our goal is to increase funding by 10% in 2020. Attached please find a budget to actual report for the FY 2019 operating year. We utilize an incentive based approach to getting kids to participate in our mandatory programs which has been very successful for us. Our high light for the year was moving to our new site in the old head start building. We now have a highly functional club that includes a learning center, technology center, fitness center, art center and a fully functional kitchen.

The club delivers on a number of youth programs and services out of the Neopit site however the doors are open to all youth on the reservation. Currently WBGC is staffed with four full-time employees and three part-time employees who are all trained to help kids. Volunteers are recruited and partnerships are fostered and used as much as possible. Our programs are designed to help kids to be successful academically through tutoring, reading time, homework help and an interactive computer program STRIDE designed to increase reading and math skills. The Club provides a healthy snack and nutritious meal every day and engages kids in one hour of physical activity to improve health. We offer a variety of culturally relevant programs and activities designed to help build resiliency in the Native Youth we serve. The club has a membership of nearly 500 and average daily attendance has increased to about 60. The Club has goals of increasing membership by 10% and ADA by 10% for the next year. The club is also committed to meeting kids where they are at so we will be going into the MISD Schools starting this fall.

The club hosts a number of Community Events and fund raisers during the year and participates in many other Tribal programs and activities. Our most notable events center around holidays such as Christmas Party, Thanksgiving Feast, Easter Egg Hunt, Halloween Party and more where the attendance can be as high as 300. We sponsor a number of fundraising activities during the year including a well sponsored golf tournament and deliver on a number of food sales. We continue to campaign on individual giving through payroll deduction and are looking to initiate an annual campaign. We have increased our corporate donors as well as receiving some foundation funding.

In summary the club provides much needed programs and services to the youth on the reservation. We provide a safe place for kids to go when school is out and help to build community. We are able to take the

Tribal Grant and increase it by more than 200% which we believe is a great investment by the Tribe. We employ all Tribal members and train them as youth development professionals. We help teens with career development and expose them to opportunity beyond high school. Your continued support is needed to help build a brighter future for the great Menominee Nation. Maeq Waewaenen.

Appendix A: Financial Report

Justin Lepscier, Finance Manager

The Finance Department is responsible for establishing and maintaining the accounting system, internal controls, and developing the accounting procedures manual for the Tribe as well as assisting with the audit of tribal accounts on an annual basis. Under the Government Plan, the Finance Department duties include but are not limited to:

- Enforce or implement directives or initiatives received from the Chairperson or Management Team
- Provide technical and professional assistance to the Legislature, Chairperson, and Management Team in the development and implementation of government-wide policies and initiatives
- Provide and coordinate periodic training to directors and program managers on financial administration

The Department structure includes the Accountant Group, Accounts Payable, and Accounts Receivable. The full staff consists of a director, seven accountant/fiscal monitors, an accounts payable coordinator, two accounts payable clerks, an accounts receivable coordinator, three accounts receivable technicians, a system support specialist and an accounting clerk/receptionist.

Significant events:

RSM US LLP is the tribe's current external auditor and conducts a full financial audit each year. The annual audit for FY2018 was received in June 2019. In addition to the external audit, the Tribe has various site and desk reviews and audits conducted by various funding agencies.

The past year the Finance Department has had staff changes including a new director and the retirement of longtime Accounting Supervisor Renita Corn. Renita provided over 40 years of service to the Tribe and we will miss her institutional knowledge and experience. We all wish her well in her much deserved retirement!

Included below is the unaudited financial information for Fiscal Year 2019. The Finance Department closed the fiscal year as of December 2019 and began working with the external auditors on the Fiscal Year 2019 audit. The Tribe receives funding from Tribal, Federal, State, and Other Non-Major funding sources. Over \$97,900,000 was expended this fiscal year from all funding sources.

The following reports are included:

- Balance Sheet:
 - Includes Investments (Reserve, Burial, Education, Healthcare Judgment Funds).
- Fiscal Year 2019 Budgets by Ordinance Format
 - Tribal Non-Restricted Budget
 - Program and Restricted Use Budget
- Indirect Cost Report
- Summary Expenditure Report by Funding Source

Category Description	Finance Fiscal Year 2019 Budget	
	Indirect Cost	TOTALS
Personnel Costs	\$1,023,330	\$954,017
Fringe Benefits	\$471,764	\$364,161
Travel	\$500	\$3,357
Training	\$15,000	\$9,453
Supplies	\$35,000	\$16,662
Minor Equipment	\$10,000	\$726
Space Lease/Rent	\$32,816	\$27,966
Equipment Lease	\$1,500	\$1,848
Contractual	\$22,000	\$57,105
Computer Software	\$50,000	\$94,099
Totals ►	\$1,661,910	\$1,529,394
Budget/Actual Ratio:		92.51%

General Funds - Balance Sheet September 30, 2019	
Assets	
Cash and Investments:	
Cash and Cash Equivalents	1,158,933
Investments:	
Reserve Account	4,613,932
Education Judgment Funds	4,762,144
Health - Judgment Funds	2,549,140
Burial - Judgment Funds	2,267,519
Total Cash and Investments	15,351,669
Accounts Receivable:	
Individuals	63,838
Operating Lease	140,459
Wolf River Development Company	25,000
Interest Receivable	7,658
FY Accounts Recievable	104,229
Total Accounts Receivable	341,183
Total Assets	15,692,852
Liabilities and Fund Balance	
Accounts Payable General Fund	7,425
Accounts Payable Judgment Funds	47,492
Total Liabilities	54,917
Fund Balance	
Restricted - Judgment Funds	9,531,312
Reserve	6,106,623
Fund Balance	15,637,935
Total Liabilities and Fund Balance	15,692,852

**Menominee Indian Tribe of Wisconsin
Fiscal Year 2019
Program and Restricted Revenue**

Department	Approved Budget	Year to Date Revenue	Revenue Over/(Short)
Burial	292,642	331,987	39,345
Education	651,720	570,278	(81,442)
Health Care	227,014	228,976	1,962
Aging CBRF Money Market	5,000	-	(5,000)
Aging - Long Term Care	2,153,217	2,441,233	288,016
Casino Found Monies	15,000	13,000	(2,000)
Child Support	5,600	5,600	-
Compact Credits			-
*County Interlocal	100,000	100,000	-
*Community Services (Utilities and/or Transit)	200,000	200,000	-
Early Childhood Services	566,140	371,975	(194,165)
Historic Preservation	271,158	2,061	(269,097)
Housing - Non-Program	644,677	644,168	(509)
Housing - Restricted	181,009	157,025	(23,984)
Lending & Tribal Tax			-
*Loan Fund	166,596	188,904	22,308
*Revolving Loan Fund	35,000	27,005	(7,995)
*HUD / CDBG - Home Repair	25,000	29,864	4,864
*Down Payment Loan	2,458	1,018	(1,440)
*Emergency Fuel Loan	5,700	8,929	3,229
Maehowesekiyah	700,282	485,397	(214,885)
Michigan Tribe No Back 40 Mine Legal Donation	10,000		(10,000)
Tribal Facilities	614,292	359,383	(254,909)
Menominee Leadership Academy	-	-	-
Pow Wow - Menominee Nation Annual	56,200	45,936	(10,264)
Property Management - Internal Services	60,000	31,728	(28,272)
Social Services	144,000	106,521	(37,479)
Transportation	1,650,333	2,291,729	641,396
Utilities	799,108	993,927	194,819
Transfers from Clinic	1,128,669	1,128,669	-
Total Program Restricted Revenue	10,710,815	10,765,313	54,498

**Menominee Indian Tribe of Wisconsin
Fiscal Year 2019
Program and Restricted Expenditures**

Department	Approved Budget	Year to Date Expenditures	Budget Balance
Aging - CBRF	232,014	233,975	(1,961)
Aging - Elder Activities & Assistance	30,583	19,664	10,919
Aging - Long-Term Care	2,153,217	2,282,293	(129,076)
No Back-Forty Mine Go Fund Me	6,790	3,546	3,244
Burial Assistance	292,642	331,987	(39,345)
Child Support	5,600	-	5,600
Early Childhood Services	936,442	971,652	(35,210)
Education Supplement - Grants	223,532	126,824	96,708
Elderly Activities	7,500	6,974	526
Family & Community Center Designs Serv.	625,000	180,738	444,262
Historic Preservation	271,158	280,161	(9,003)
Housing - Non-Program	644,677	644,168	509
Housing - Restricted	181,009	157,025	23,984
Land Acquisition	13,784	12,979	805
Lending & Tribal Taxes	234,754	140,391	94,363
Maehnowesekiyah	700,282	698,340	1,942
Menominee Leadership Academy	-	-	-
Payments to Tribal Members	458,750	394,834	63,916
Pow Wow - Menominee Nation Annual	64,273	62,622	1,651
Property Management	60,000	40,000	20,000
Social Services	144,000	106,521	37,479
Transportation	1,650,333	2,680,925	(1,030,592)
Tribal Facilities	672,178	503,790	168,388
Utilities	1,315,548	1,161,521	154,027
Woodland Boys & Girls Club/Neopit Precinct Construction	136,716	71,222	65,494
Youth Activities	33,083	10,537	22,547
Total Expenditures	11,093,865	11,122,690	(28,825)

Menominee Indian Tribe of Wisconsin Fiscal Year 2019 Tribal Non-Restricted Revenue			
Department	Approved Budget	Year to Date Revenue	Revenue Over/(Short)
Aging - CBRF	350,600	181,765	(168,835)
Aging - Program Services	144,530	108,084	(36,446)
Community Development	72,531	103,928	31,397
Consolidated Gaming / Hotel	5,500,000	5,400,000	(100,000)
Court Fines and Fees	125,000	135,041	10,041
Detention	15,700	6,244	(9,456)
Enrollment / License & Permits	213,828	203,280	(10,548)
Environmental Services	23,000	14,238	(8,763)
Finance	34,000	36,385	2,385
Gaming Commission	24,400	28,340	3,940
Historic Preservation / Logging Museum	7,000	-	(7,000)
Interest Income (CD)	9,000	90,127	81,127
Law Enforcement	2,700	3,291	591
Legal Services	120,000	116,500	(3,500)
Lending & Tribal Tax (1,129,500)			-
*Cigarette Tax	979,000	950,144	(28,856)
*Construction Tax	7,500	13,064	5,564
*Gas Tax Refund	38,000	43,690	5,690
*Hotel Room Tax	80,000	76,356	(3,644)
*Tobacco Tax	25,000	7,711	(17,289)
Menominee Nation News	38,925	45,225	6,300
Pow Wow Menominee Nation Annual	50,000	42,031	(7,969)
Property Management & Federal Excess	8,000	7,056	(944)
Wolf River Development	80,000	55,000	(25,000)
Transfer from Reserves	1,533,907	1,483,501	(50,406)
Carryforward Funds	665,538	665,538	-
Total Tribal Non-Restricted Revenue	10,148,159	9,816,539	(331,620)

**Menominee Indian Tribe of Wisconsin
Fiscal Year 2019
Tribal Non-Restricted Expenditures**

Department	Approved Budget	Year to Date Expenditures	Budget Balance
Aging - CBRF	329,369	493,291	(163,922)
Aging - Program Services (non-CBRF)	395,693	363,723	31,970
Agriculture & Food Systems	119,605	129,125	(9,520)
Arena Naming Rights	183,334	183,333	1
Burial Assistance	-	-	-
Chicago Community Center	4,037	4,037	-
Child Support	164,668	161,446	3,222
College of Menominee	198,667	198,667	-
Community Development	493,933	403,844	90,089
Community Funding Requests	18,407	17,785	622
Community Resource Center	22,569	-	22,569
Conservation - Supplement	393,539	401,918	(8,379)
Contingency	12,160	9,584	2,576
Courts - Professional Fees	38,924	39,881	(957)
Courts - Supplement	185,000	147,156	37,844
Detention Program	720,053	813,215	(93,162)
Early Childhood Services	233,520	188,048	45,472
Election Commission	60,208	44,887	15,321
Emergency Management	116,360	103,151	13,209
Enrollment / License & Permits	193,687	185,252	8,435
Environmental Services - Supplement	177,184	153,945	23,239
Fire Protection	80,833	75,935	4,898
Food Distribution	125,495	110,535	14,960
Gaming Commission	597,890	616,954	(19,064)
Intergovernmental Affairs	100,926	100,355	571
Language & Culture Commission	541,450	489,161	52,289
Law Enforcement	880,993	1,168,377	(287,384)
Legal Services	463,540	463,413	127
Lending & Tribal Taxes	32,005	29,423	2,582
Maehnowesekiyah Wellness Center	49,362	14,302	35,060
Menominee Boxing Club	11,559	8,366	3,193
Menominee Nation News	295,874	297,019	(1,145)
Neopit Community Center	8,075	8,075	-
Operation Tribal Government	504,953	562,429	(57,476)
OTG - No Back Forty Mine Legal Efforts	137,451	72,490	64,961
OTG - Interlocutory & IBIA Appeal	115,000	64,116	50,884
Oskeh-Waepeqtah DV & SA Program	39,550	37,629	1,921
Pow Wow - Menominee Nation Annual	71,250	79,385	(8,135)

Probation - Supplement	123,245	115,591	7,654
Prosecutor - Supplement	98,000	98,000	-
Public Library	155,988	155,988	(0)
Social Services	437,963	410,705	27,258
South Branch Community Center	8,075	8,075	-
Tribal Facilities - Courthouse Maintenance	50,160	24,109	26,051
Tribal Facilities - Repairs & Maintenance	11,856	2,293	9,563
Tribal School	171,886	27,216	144,670
U.W. Extension	10,992	10,992	-
Utilities	174,153	174,153	-
Veterans of Menominee Pow-Wow	5,900	5,900	-
Veterans Service Officer	29,428	29,428	-
Woodland Boys & Girls Club	120,580	120,580	-
Woodland Women's Regalia Circle	7,500	7,097	403
Youth Drumming & Wrestling Clubs	-	-	-
Youth Services Department	232,362	182,796	49,566
Zoar Ceremonial	3,781	3,025	756
Zoar Community Center (Fire Station)	6,117	789	5,328
Total Tribal Non-Restricted Expenditures	9,765,109	9,616,988	148,121

Indirect Cost Report

Justin Lepscier, Finance Manager

Indirect Cost consists of eleven (11) departments that provide services to all departments of the Tribal Government.

Menominee Indian Tribe of Wisconsin Fiscal Year 2019 Indirect Cost Consolidated Budget			
Department	Approved Budget	Year to Date Expenditures	Budget Balance
Administration	995,435	842,658	152,777
Enrollment	105,082	98,854	6,228
Finance	1,661,910	1,529,394	132,516
Human Resources	939,257	740,343	198,914
(IT) Information Technology	1,999,525	1,776,189	223,336
Insurance	707,869	536,071	171,798
Internal Audit	456,521	383,172	43,349
Legal Services	302,149	261,724	40,425
Maintenance	1,214,852	1,517,721	(302,869)
Property Management & Acquisition	267,653	229,994	37,659
Tribal Government	346,061	297,578	48,483
TOTAL	8,966,314	8,213,699	752,615

Menominee Indian Tribe of Wisconsin Fiscal Year 2019 Funding Sources Summary	
Source	Total Expenditures
Tribal	
Tribal Restricted and Non-Restricted	20,739,678
Tribal Clinic 3rd Party	9,370,913
Total Tribal	30,110,591
Total Federal	55,561,365
Total State	7,952,446
Total Local & Other	4,334,704
Grand Total	97,959,106

Appendix B: Investments

Stacie Bowman, Insurance Director

Overview

The Investment Committee of the Tribe was created pursuant to Investment Plan Chapter 111 of the Code of the Menominee Indian Tribe of Wisconsin. The committee consists of the following eight members: Joan Delabreau MTL member and Committee Chairman Craig Corn, MTL member; Gary Besaw, MTL Member; Jonathan Wilber, Administration; Justin Lepscier, Finance Director; AnnMarie Johnson, Lending & Tribal Taxes Director; Jami Smith, Community Member; Kim Oshkeshequoam, Community Member. These individuals collectively provide (a) guidance and direction to the Finance Manager and Insurance Director in the establishment and monitoring of various investments of the Tribe, (b) general oversight on investments, and (c) recommendations to the Legislature on how funds individually or collectively should be invested. In addition, the committee makes recommendations to the Legislature on changes to the overall investment policy for the Tribe.

Frequently Asked Questions

- What is the investment mix? The investment mix, or asset mix, is the percentage of a fund that is invested in each of the three major classes of assets: (1) cash and equivalents (e.g. cash, savings, certificates of deposit, money market, etc.), (2) fixed income instruments (e.g. bonds, debenture, notes) and, (3) equity instruments (common stock or ordinary shares). The investment mix varies by fund and largely depends upon the desired growth, amount of risk the Tribe is willing to take, and liquidity needs (ease of conversion into cash) of the fund being invested.
- How many funds make up the Tribe's investment portfolio? Currently, there are four (4) funds subject to the control of the investment policy. Those funds include: (1) the Reserve fund; (2) Healthcare Endowment fund; (3) Education Endowment fund; and (4) Burial Benefit fund.
- What happens to interest earnings on each fund? Interest earned on each fund is applied to the fund for reinvestment or disbursement in accordance with appropriation legislation adopted by the Legislature.
- Can interest earned on a fund be applied elsewhere? Generally, no. If the fund's use is subject to federal or tribal restriction, the fund and any interest earned from the fund must be used solely for the purposes for which it was intended or reinvested back into the fund.
- Which funds are subject to federal or tribal restrictions on their use? The Healthcare Endowment fund, Education Endowment Fund, and Burial Benefit fund are subject to federal restrictions that require the principal balances to be preserved and their use restricted.
- Can anyone access investment funds? No. The Investment Committee or a committee of the Legislature may only make a recommendation to the Legislature on how funds are accessed or expended, but only the Legislature can give final approval. No one individual can access, transfer, or expend a fund without the express approval of the Legislature.
- Does the Tribe have other funds that are invested and not subject to oversight by the Investment Committee? Yes. Those funds include those funds transferred and deposited into the self-funded employee health, dental, and workers compensation fund. These funds are typically collected, monitored and maintained by other banks and third-party administrators who, in turn, provide data to the Tribe's officials as needed or requested.
- How often does the Investment Committee meet? The Investment Committee meets two to four times a year along with the bank's wealth management group directly responsible for investing the Tribe's various funds.
- What bank manages our investment portfolio? In FY2015 Associated Bank held the Tribe's investment portfolio.
- What is the Tribe's Investment Policy? Appearing in the table below is a copy of the Tribe's current investment policy.

Menominee Indian Tribe of Wisconsin Investment Policy

PURPOSE

This investment policy is set forth so that there is a clear understanding of the investment guidelines and objectives of the Menominee Indian Tribe between the Legislature, Budget Committee and the Investment Committee established by Investment Plan Chapter 111. The Menominee Indian Tribe seeks to achieve as high a level of total return as is consistent with prudent investment management, preservation of purchasing power and ready marketability of its investment portfolio. It is our mission to optimize our resources for the economic and cultural benefit of our tribal members. Commitment and determination are required in order to achieve our objective. The Menominee Tribe of Wisconsin has been able to create economic opportunity for our people while protecting and renewing our forests. It is our goal to grow our current investment pool in a prudent manner so that not only will we receive a portion of the benefits today, but well into the future. The Tribe seeks to achieve its investment objectives by investing primarily in a diversified portfolio of fixed income and equity securities. The Menominee Indian Tribe recognizes that separate pools of capital with different investment objectives require different asset allocation strategies to meet their various objectives. Thus, the Tribe has set broad based, asset allocation strategies with various risk tolerances in order to offer investment parameters suitable to meet each pool of capital's objectives. The broad based strategies include investment parameters that are appropriate for accounts with various objectives that may be Short-Term (0-3 years), Intermediate-Term (4-8 years) and Long-Term (8 years and up) in nature. The Tribe recognizes that for accounts with a long-term objective, preservation and growth of purchasing power is a significant risk. In order to achieve the higher returns necessary to preserve and grow purchasing power, the Tribe is willing to invest a majority of those account's assets predominately in equities and accept somewhat more aggressive risk tolerance than a pure fixed income portfolio.

DELEGATION OF AUTHORITY

Authority to manage the MITW's investment program is derived from the Menominee Tribal Legislature and Tribal Ordinances, Resolutions, and Motions. Responsibility for the operation of the investment program for the *General Fund, Special Revenue Funds, Debt Service Funds and Enterprise Funds* is hereby delegated to the *Finance Director* who shall have operational duties for managing those investments. The responsibility for the operations of the investment program for the *Settlement Funds and Trust and Agency Funds* is hereby delegated to the *Insurance Director* who shall have operational duties for managing those Investments. The operational responsibility for the Capital Project Funds shall be shared between the Finance Director and Insurance Director. These individuals shall act in accordance with established written procedures and internal controls for the operation of the investment program consistent with this investment policy. No person may engage in an investment transaction except as provided under the terms of this policy. These individuals shall be responsible for all transactions undertaken and shall establish a system of controls to regulate the activities of subordinate officials.

SETTLEMENT FUNDS and TRUST & AGENCY FUNDS

Burial, Education and Healthcare Accounts

These accounts are expected to be perpetual/very long-term in nature (+20 years) and thus are able to benefit from the historical ability of stocks to out-perform bonds over long periods of time. These funds will be considered long-term in nature.

Asset Class	Range of Allocations
Cash/Money Markets	0-20%
Fixed Income/Bonds	35-55%
Equity/Stocks	45-70%

Reserve and Alternative Accounts

There is no “FINAL” determination for the end use of the funds in each of these accounts. While these accounts shall pursue growth of capital through investments in equities, due to the potential need to extract funds at an unknown date, the accounts shall pursue an intermediate-term approach. These funds will be considered intermediate-term in nature.

Asset Class	Range of Allocations
Cash/Money	5-25%
Markets	40-60%
Fixed	25-45%
Income/Bonds	
Equity/Stocks	

MANAGEMENT FEES

Management fees will be charged to the appropriate fund.

EARNINGS

All earnings are reinvested in accordance with the Policy.

GENERAL FUNDS, SPECIAL REVENUE, DEBT SERVICE AND ENTERPRISE FUNDS

See attachment – “CASH MANAGEMENT POLICY”

REPORTING

The Legislature is given a summary of the investment portfolio and listing of the Certificate of Deposits held by the tribe for programs on a monthly basis.

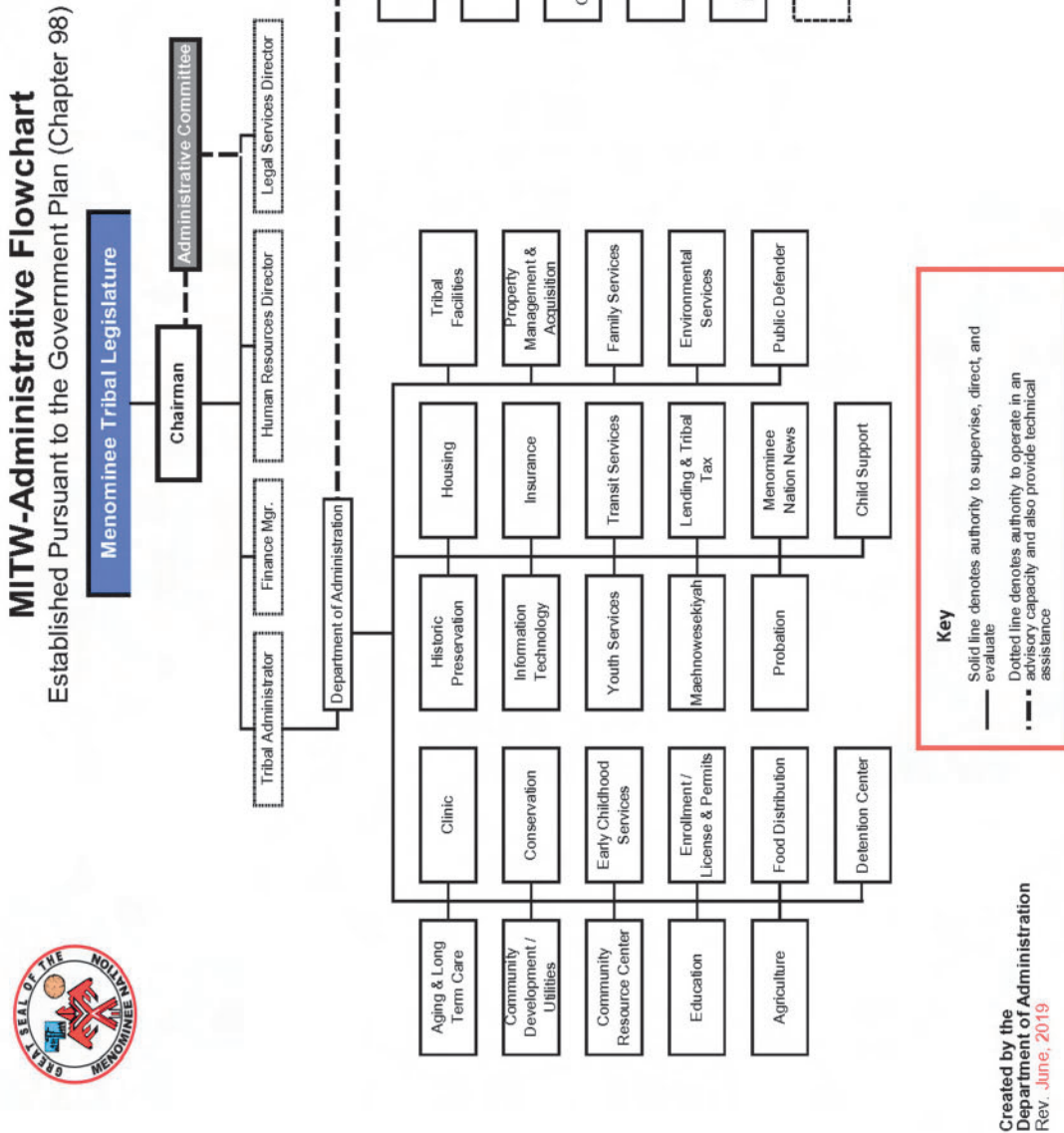
APPROVAL OF INVESTMENT POLICY

The investment policy shall be formally approved and adopted by the governing body of the Menominee Indian Tribe of WI and ***reviewed annually***.

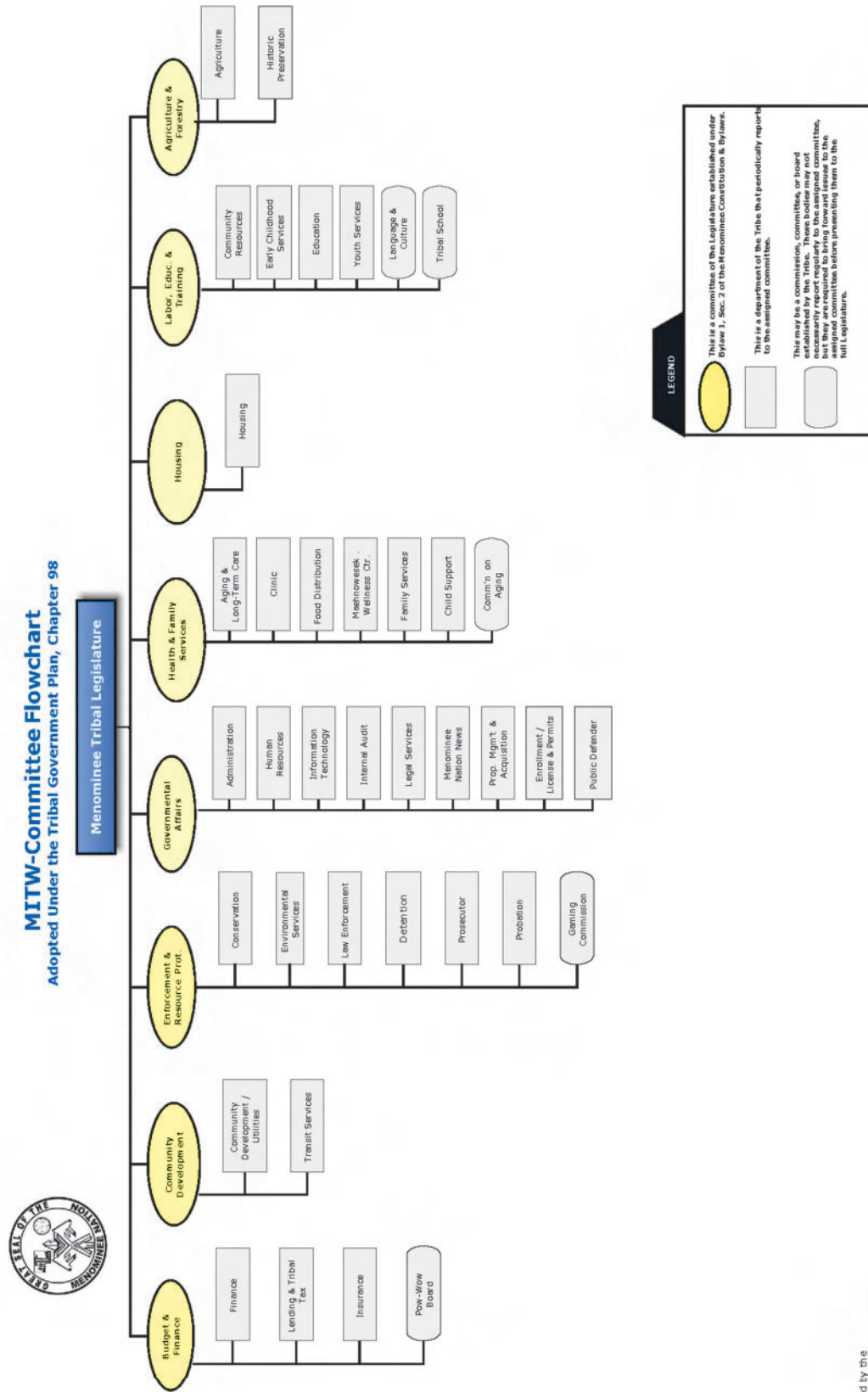
Period: Ending 9/30/2019	Education	Health	Burial	Reserve
Balance as of 9/30/2018	\$5,364,565.71	\$2,783,714.65	\$2,614,227.59	\$5,676,356.94
<i>Income</i>				
Interest	\$32,338.59	\$15,877.64	\$14,836.06	\$51,402.20
Dividend	\$74,880.61	\$40,428.25	\$36,320.27	\$61,794.43
Contributions	\$0.00	\$0.00	\$0.00	\$0.00
<i>Disbursements</i>				
Transferred to Tribe/Programs/Beneficiary	-\$609,992.02	-\$261,824.93	-\$360,754.63	-\$1,191,797.78
Management Fees	-\$29,611.87	-\$15,248.32	-\$14,220.53	-\$27,428.41
Noncash Activity	-\$373.51	-\$165.30	-\$99.11	-\$1,886.76
Realized Gains / (losses)	\$297,789.72	\$161,305.45	\$163,846.56	\$132,745.05
Change in Accrued Income	-\$835.79	-\$257.91	-\$406.54	-\$1,226.75
Unrealized Appreciation/ (depreciation)	-\$318,288.80	-\$172,378.89	-\$174,760.41	-\$82,095.21
9/30/2019 Market Value	\$4,810,472.64	\$2,551,450.64	\$2,278,989.26	\$4,617,863.71
Cash and Equiv.	\$253,431.32	\$79,515.75	\$66,226.68	\$497,141.01
Fixed Income	\$1,745,167.15	\$1,027,197.05	\$880,175.68	\$2,230,270.79
Equities	\$2,809,794.69	\$1,443,542.44	\$1,331,605.48	\$1,886,520.36
Accrued Income	\$2,079.48	\$1,195.40	\$981.42	\$3,931.55

Contributions to Reserve Account:	
\$36,456.00	9/30/2016
\$89,804.83	10/13/2016
\$2,913,449.59	2/10/2017
\$142,726.59	2/22/2017
\$36,456.00	3/28/2017
\$32,791.58	3/30/2017
\$36,304.97	4/26/2017
\$35,133.84	5/18/2017
\$36,304.97	6/26/2017
\$35,133.84	8/3/2017
\$36,304.97	8/18/2017
\$36,304.97	9/18/2017
\$35,133.84	10/23/2017
\$408,852.88	9/18/2018
Total Since 9/30/2016:	
\$3,911,158.87	

Appendix C: Administrative Flowchart



Appendix D: Committee Flowchart



Created by the
Department of Administration
Rev. June 17, 2019

Appendix E: Tribal Preference Report

Menominee 1st, 2nd Descendent	Legally Married Spouse	Other Tribe Enrolled	Other Tribe - 1st, 2nd Descendent	Undefined	Other	Veteran	Year End Composition	Total Employee Population	Department % of Total employee Population	Department % Menominee Enrolled Members	Department % Descendent	Department % - Spouse	Department % - Other Tribe	Department % - Undefined	Department % - Other	Department % - Veteran
2	0	1	0	0	0	0	8	832	1%	63%	25%	0%	13%	0%	0%	0%
3	0	0	0	0	15	1	39	832	5%	54%	8%	0%	0%	0%	38%	3%
0	0	0	0	0	0	0	2	832	0%	100%	0%	0%	0%	0%	0%	0%
0	0	0	0	0	0	1	13	832	2%	100%	0%	0%	0%	0%	0%	8%
1	0	0	0	0	1	1	8	832	1%	75%	13%	0%	0%	0%	13%	13%
3	2	5	0	0	85	1	172	832	21%	45%	2%	1%	3%	0%	49%	1%
0	0	0	0	0	1	1	17	832	2%	94%	0%	0%	0%	0%	6%	6%
0	0	0	0	0	2	1	16	832	2%	88%	0%	0%	0%	0%	13%	6%
0	0	0	0	0	0	1	6	832	1%	100%	0%	0%	0%	0%	0%	17%
2	0	1	0	0	3	0	12	832	1%	50%	17%	0%	8%	0%	25%	0%
5	0	3	0	0	4	1	66	832	8%	82%	8%	0%	5%	0%	6%	2%
0	0	0	0	0	0	0	3	832	0%	100%	0%	0%	0%	0%	0%	0%
0	0	0	0	0	0	0	1	832	0%	100%	0%	0%	0%	0%	0%	0%
1	0	0	0	0	0	0	1	832	0%	0%	100%	0%	0%	0%	0%	0%
0	0	0	0	0	0	0	4	832	0%	100%	0%	0%	0%	0%	0%	0%
0	1	0	0	0	1	0	8	832	1%	75%	0%	13%	0%	0%	13%	0%
2	0	0	0	0	3	1	10	832	1%	50%	20%	0%	0%	0%	30%	10%
1	0	0	0	0	5	1	19	832	2%	68%	5%	2%	0%	0%	26%	5%
1	0	0	0	0	0	0	8	832	1%	88%	13%	0%	0%	0%	0%	0%
0	0	1	0	0	0	0	6	832	1%	83%	0%	0%	17%	0%	0%	0%
0	0	0	0	0	0	0	4	832	0%	100%	0%	0%	0%	0%	0%	0%
0	2	0	0	0	2	2	39	832	5%	90%	0%	5%	0%	0%	5%	5%
1	0	0	0	0	1	1	7	832	1%	71%	14%	0%	0%	0%	14%	14%
4	0	0	0	0	9	2	16	832	2%	19%	25%	0%	0%	0%	56%	13%
1	0	0	0	0	2	0	6	832	1%	50%	17%	0%	0%	0%	33%	0%
0	0	0	0	0	0	0	1	832	0%	100%	0%	0%	0%	0%	0%	0%
1	0	0	0	0	0	0	2	832	0%	50%	50%	0%	0%	0%	0%	0%
0	0	0	0	0	0	1	9	832	1%	100%	0%	1%	0%	0%	0%	11%
1	1	0	0	0	3	0	6	832	1%	17%	17%	17%	0%	0%	50%	0%
0	0	0	0	0	0	1	4	832	0%	100%	0%	0%	0%	0%	0%	25%
4	0	1	0	0	4	0	27	832	3%	67%	15%	0%	4%	0%	15%	0%
0	0	0	0	0	0	0	13	832	2%	100%	0%	0%	0%	0%	0%	0%
0	0	0	0	0	2	0	4	832	0%	50%	0%	0%	0%	0%	50%	0%
0	0	0	0	0	0	0	5	832	1%	100%	0%	0%	0%	0%	0%	0%
0	0	0	0	0	3	0	5	832	1%	40%	0%	0%	0%	0%	60%	0%
0	0	0	0	0	1	0	2	832	0%	50%	0%	0%	0%	0%	50%	0%
8	2	9	0	0	55	2	135	832	16%	45%	6%	1%	7%	0%	41%	1%
1	0	0	0	0	0	2	16	832	2%	94%	6%	2%	0%	0%	0%	13%
0	0	1	0	0	2	1	18	832	2%	83%	0%	0%	6%	0%	11%	6%
2	0	2	0	0	4	7	24	832	3%	67%	8%	0%	8%	0%	17%	29%
2	1	2	0	0	18	1	60	832	7%	62%	3%	2%	3%	0%	30%	2%
0	0	0	0	0	0	0	10	832	1%	100%	0%	0%	0%	0%	0%	0%
46	9	26	0	0	226	30	832	832	100%							



Omaeqnomenewak

Mission

The mission of the Omaeqnomenewak (People of the Wild Rice) is to promote, protect, and preserve our rights, resources, and culture by utilizing responsible leadership and judicious exercise of our sovereign powers.

Vision

We envision the Omaeqnomenewak (People of the Wild Rice) as a strong, healthy, and proud nation living in accordance with its culture and beliefs, and possessing the resources necessary to be successful in achieving our goals.

Value

As Omaeqnomenewak (People of the Wild Rice), we value our children, elders and each other, preserving our language, tradition, history and culture

People of the Wild Rice

